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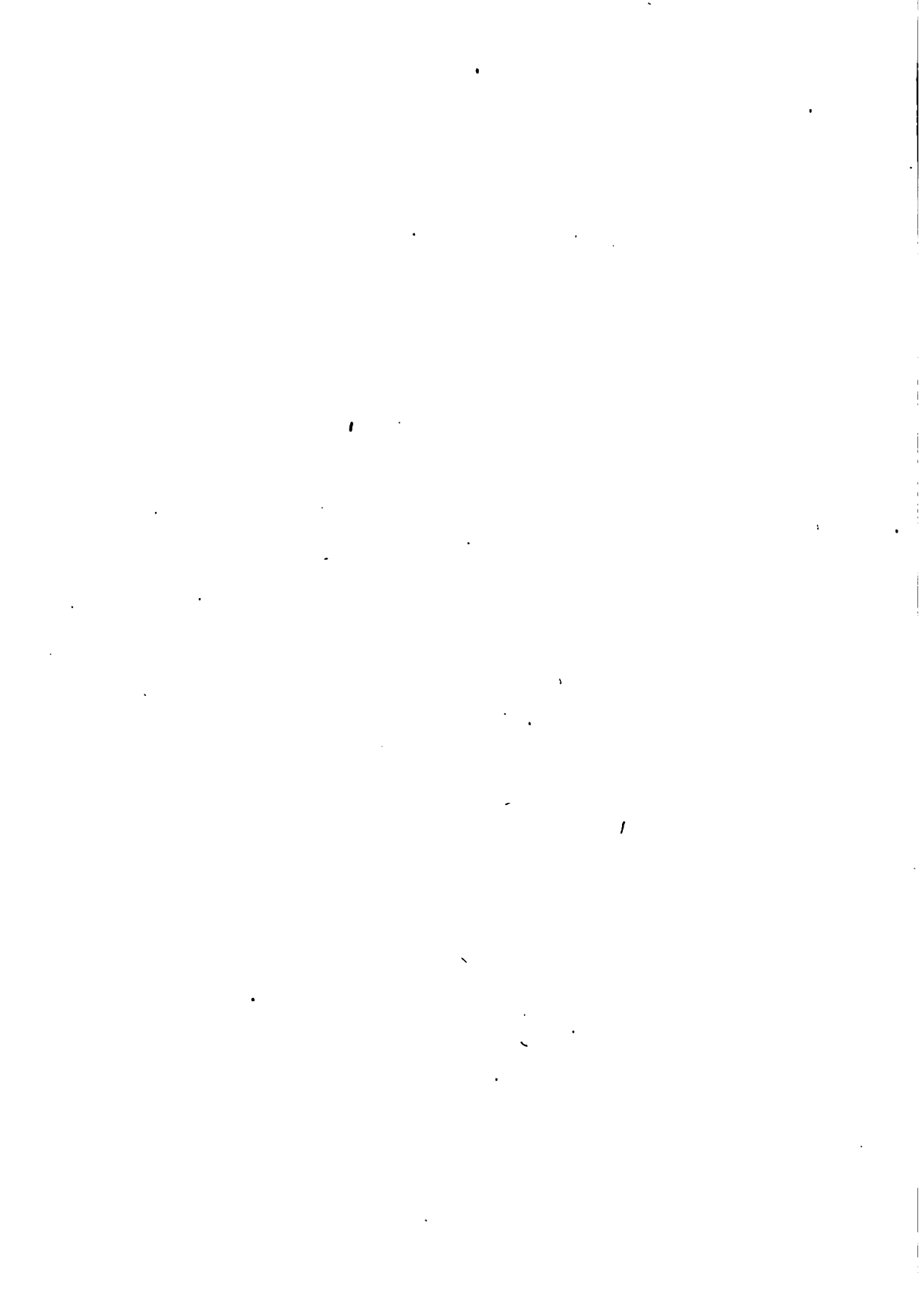
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The Journal of the Association of Collegiate Alumnae



VOLUME VII, No. I

JANUARY 1911

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PUBLISHED BY THE ASSOCIATION OF COLLEGIATE ALUMNAE

THE UNIVERSITY OF CHICAGO PRESS
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CHICAGO, ILLINOIS

THE JOURNAL OF THE ASSOCIATION OF COLLEGIATE ALUMNAE

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Communications concerning editorial matters should be addressed to Miss Susan W. Peabody, 5515 Woodlawn Avenue, Chicago, Illinois. Communications concerning membership in the Association and notification of changes of address should be addressed to Miss Katharine E. Puncheon, 5103 Pulaski Ave., Germantown, Pa.

The Journal of the Association of Collegiate Alumnae

VOLUME VII—No. 1

JANUARY 1914

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SECRETARY-TREASURER

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Ann Arbor (1915) MRS. F. N. SCOTT, 1351 Washtenaw Avenue, Ann Arbor, Mich.

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 Fox River Valley. Not yet elected.

Huntington. MISS LAURA R. WHITE, 1219 E. Broadway, Louisville, Ky.
 Idaho. Not yet elected.

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 Indianapolis. Not yet elected.

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 Lansing. Not yet elected.

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Minnesota (1915) MRS. FRED BARNEY, 915, 4th Street S.E., Minneapolis, Minn.

Mohawk Valley. Not yet elected.

Montana. Not yet elected.

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Ohio Valley (1915) MISS ELSIE THALHEIMER, 936 Marion Avenue, Cincinnati,
Ohio

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Ozark. Not yet elected.

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Springfield (1915) MISS EFFIE SANDERS, 508 S. 7th Street, Springfield, Ill.

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Washington (1914) DR. LOUISE TAYLOR JONES, 1340, 21st Street N.W.,
Washington, D.C.

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Smith College Alumnae Association: Not yet appointed.

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MRS. DORA EMERSON WHEELER, Jamaica Plain, Mass.

MISS RUTH SHARPLESS GOODWIN, Farmington, Conn.

MISS JESSIE CLAIRE McDONALD, Cathedral School, Washington, D.C.

MRS. SARAH WOODMAN PAUL, Kent Place School, Summit, N.J.

COUNCILLORS ELECTED FROM THE FACULTY OR GOVERNING BOARDS OF ASSOCIATION OF COLLEGIATE ALUMNAE COLLEGES

This list will not be complete until after the elections held at the Phila-
delphia Biennial, April 13-17, 1914.

Barnard College: MISS VIRGINIA GILDERSLEEVE

Byrn Mawr: MISS M. CAREY THOMAS

Chicago, University of: MISS SUSAN H. BALLOU

Cornell University: MRS. GERTRUDE SHORB MARTIN

Grinnell College: MISS CAROLINE R. SHELDON

Indiana, University of: MISS LILLIAN GAY BERRY

Lawrence College: MISS EMMA KATE CORKHILL

Association of Collegiate Alumnae

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 Michigan, University of: MRS. MYRA BEACH JORDAN
 Minnesota, University of: MISS MARGARET SWEENEY
 Missouri, University of: MISS EVA JOHNSTON
 Mt. Holyoke College: MISS EMMA P. CARR
 Nebraska, University of: MISS LOUISE POUND
 Northwestern University: MISS IRENE M. BLANCHARD
 Oberlin College: MISS FLORENCE M. FITCH
 Smith College: MISS LOUISE S. CHEEVER
 Swarthmore College: MRS. CLARA PRICE NEWPORT
 Syracuse, University of: MRS. CHARLES H. SMITH
 Wellesley College: MISS ELLEN FITZ PENDLETON
 Western Reserve University: MISS RUTH S. HUTCHINSON
 Wisconsin, University of: MRS. LOIS KIMBALL MATTHEWS

BRANCH OFFICERS

ANN ARBOR 1902

Regular meetings second Saturday from October to June

President: MRS. MAX WINKLER, 1520 Cambridge Road, Ann Arbor, Mich.
Secretary-Treasurer: MRS. E. R. SUNDERLAND, 927 Cornwell Place, Ann Arbor, Mich.

BLOOMINGTON, ILLINOIS 1913

Regular meetings first Saturday from October to June

President: MISS FRANCES CAMPBELL, 702 E. Grove Street, Bloomington, Ill.
Corresponding Secretary: MISS GRACE PARKER, 803 E. Front Street, Bloomington, Ill.

BLOOMINGTON, INDIANA 1913

Regular meetings second Wednesday from October to June

President: MISS RUTH MAXWELL, 421 S. College Avenue, Bloomington, Ind.
Corresponding Secretary: MISS CECILIA B. HENNEL, 822 E. 3d Street, Bloomington, Ind.

BOSTON 1886

Regular meetings second Tuesday from October to April

President: MRS. GEORGE W. PERKINS, 136 Blue Hill Avenue, Roxbury, Mass.
Corresponding Secretary: MISS KATHARINE J. LANE, 65 Crawford Street, Roxbury, Mass.

CALIFORNIA 1886

Regular meetings fourth Saturday from September to May

President: MISS AMY SUSSMAN, 1819 Octavia Street, San Francisco, Cal.
Corresponding Secretary: MISS MARY GASSAWAY

CENTRAL ILLINOIS 1903

Regular meetings first Saturday in each Month except January

President: MISS FLORENCE CURTIS, 1008 W. Green Street, Urbana, Ill.
Corresponding Secretary: MISS SADA HARBARGER, 1101 W. California Avenue, Urbana, Ill.

CENTRAL MISSOURI 1907

Regular meetings not settled, but are to be monthly

President: MRS. O. D. KELLOGG, 1302 Keyser Avenue, Columbia, Mo.
Corresponding Secretary: MISS CALIBEL INGELS, 1504 Broadway, Columbia, Mo.

CHICAGO 1889

Regular meetings third Saturday from October to April

President: MISS ELVIRA D. CABELL, 5625 Blackstone Avenue, Chicago, Ill.

Corresponding Secretary: MRS. S. H. PRICE, 1164 E. 61st Street, Chicago, Ill.

COLORADO 1898

Regular meetings second Tuesday from October to May

President: MRS. JOHN H. GABRIEL, 1218 Downing Street, Denver, Colo.

Corresponding Secretary: MRS. R. E. BABCOCK, 119 Logan Street, Denver, Colo.

COLUMBUS 1903

Regular meetings mid-Wednesday October, November, January, February, March, and April. Annual meeting about middle of May

President: MISS GRACE LATIMER JONES, 1175 E. Broad Street, Columbus, Ohio

Secretary-Treasurer: MRS. JOHN BOWNOCKER, 185, 15th Avenue, Columbus, Ohio

CONNECTICUT 1892

Regular meetings second Thursday October, November, January, February, March, April, May, and June

President: MRS. ALFRED E. HAMMER, Branford, Conn.

Corresponding Secretary: MRS. CHARLES W. WHITTLESEY, 6 Everit Street, New Haven, Conn.

DETROIT 1890

Regular meetings first Saturday from October to May

President: MRS. MARY DUFFY THOMPSON, 20 Euclid Avenue W., Detroit, Mich.

Corresponding Secretary: MISS LOUISE ADAMS, 2983 E. Grand Boulevard, Detroit, Mich.

DULUTH 1909

Regular meetings second Monday of each month

President: MRS. W. H. HOYT, 313 S. 21st Avenue E., Duluth, Minn.

Secretary-Treasurer: MRS. A. L. LATHERS, 1517 E. 4th Street, Duluth, Minn.

EUGENE 1913

Regular meetings fourth Saturday from October to May

President: MRS. O. R. GULLION, S. Willamette Street, Eugene, Ore.

Corresponding Secretary: MRS. ERIC W. ALLEN, 1142 Alder Street, Eugene, Ore.

FALL RIVER 1909

Regular meetings second Tuesday of each month

President: MRS. RANDALL N. DURFEE, 19 Highland Avenue, Fall River, Mass.

Corresponding Secretary: MISS GRACE LINCOLN, 457 June Street, Fall River, Mass.

FOX RIVER VALLEY 1913

Regular meetings second Saturday of each month

President: MRS. JAMES A. WOOD, 660 Washington Street, Appleton, Wis.

Corresponding Secretary: MISS MYRTLE HART, 479 South Street, Appleton, Wis.

HUNTINGTON 1909

Regular meetings second Tuesday from October to May

President: MISS LUCY PRICHARD, 1100, 6th Avenue, Huntington, W.Va.

Secretary-Treasurer: MRS. THOMAS W. MOORE, 540, 11th Street, Huntington, W.Va.

Association of Collegiate Alumnae

IDAHO 1909

Regular meetings monthly from September to May

President: MRS. C. S. MEEK, 709 Thatcher Street, Boise, Idaho

Corresponding Secretary: MISS MARGARET MARSHALL, 801 N. 21st Street, Boise, Idaho

ILLINOIS-IOWA 1910

Regular meetings first Saturday from October to June

President: MRS. E. R. COLEMAN, 844 E. 14th Street, Davenport, Iowa

Corresponding Secretary: MISS MABEL W. PAYNE, Payne Flats, No. 1, Rock Island, Ill.

INDIANAPOLIS 1890

Regular meetings second Saturday of each month, *usually*

President: MISS ANNA BROCKHAUSEN, 2428 E. 10th Street, Indianapolis, Ind.

Secretary-Treasurer: MISS ELLINOR GARBER, 1504 N. Pennsylvania Street, Indianapolis, Ind.

KANSAS 1906

Regular meetings October, January, March, and May

President: MRS. F. H. HODDER, 1115 Louisiana Street, Lawrence, Kan.

Corresponding Secretary: MISS AGNES EMERY, 627 Louisiana Street, Lawrence, Kan.

KANSAS CITY 1893

Regular meetings third Monday from September to May

President: MRS. JOHN THACHER, 3040 McGee Street, Kansas City, Mo.

Corresponding Secretary: MISS GRACE DALTON, 3429 Michigan Avenue, Kansas City, Mo.

LANSING 1912

Regular meetings

President: MRS. O. F. BARNES, 137 W. Main Street, Lansing, Mich.

Secretary-Treasurer: MISS MAY PERSON, 319 W. Lenawee Street, Lansing, Mich.

LOS ANGELES 1892

Regular meetings second Saturday in October, November, January, March, and May

President: MISS JANE MCC. SPALDING, 134 N. Gates Street, Los Angeles, Cal.

Corresponding Secretary: MISS ADA J. HINEMAN, 285 W. Mountain Street, Pasadena, Cal.

MADISON 1909

Regular meetings last Saturday from September to May excepting December

President: MISS CATHERINE CORSCOT, 122 E. Johnston Street, Madison, Wis.

Secretary-Treasurer: MISS BERTHA PREUSS, 935 University Avenue, Madison, Wis.

MILWAUKEE 1896

Regular meetings first Saturday of each month, 2:30 P.M.

President: MRS. A. R. MCLENEGAN, 424 Newberry Boulevard, Milwaukee, Wis.

Corresponding Secretary: MISS CORNELIA ANDERSON, 733 Racine Street, Milwaukee, Wis.

MINNESOTA 1889

Regular meetings first and third Mondays each month, 3:00 P.M.

President: MRS. W. A. SCHAPER, 625 Fulton Street S.E., Minneapolis, Minn.

Corresponding Secretary: MISS MARY LINDSAY, 2649 Humboldt Avenue S., Minneapolis, Minn.

Branch Officers

7

MOHAWK VALLEY 1913

Regular meetings second Saturday of November, January, March, and May

President: MISS ALICE A. KNOX, 84 Cornelia Street, Utica, N.Y.

Corresponding Secretary: MRS. MARGARET SHAFER LEONARD, 39 Oneida Street, Utica, N.Y.

MONTANA 1909

Regular meetings

President: MISS ELLENORA COWPERTHWAITTE, Rodney Street, Helena, Mont.

Corresponding Secretary: MRS. E. F. CAREY, University of Montana, Missoula, Mont.

NEBRASKA 1900

Regular meetings third Friday of each month

President: MISS OLIVIA M. POUND, 1632 L Street, Lincoln, Neb.

Corresponding Secretary: MISS MYRNA SEDGWICK, 1727 S. 22d Street, Lincoln, Neb.

NEW YORK 1886

Regular meetings in October, January, March, and May

President: MRS. HENRY P. DE FOREST, 150 W. 47th Street, New York, N.Y.

Corresponding Secretary: MISS ANNE BRINCKERHOFF, 10 W. 4th Street, Mt. Vernon, N.Y.

CENTRAL NEW YORK 1889

Regular meetings: four meetings between October and May

President: MRS. RICHARD M. ROSEBOUGH, 2425 S. State Street, Syracuse, N.Y.

Secretary-Treasurer: MISS VIRGINIA BEAUCHAMP, 121 Mark Avenue, Syracuse, N.Y.

EASTERN NEW YORK 1890

Regular meetings one Saturday each month from October to May

President: MISS MARY B. EDDY, 22 Lancaster Street, Albany, N.Y.

Corresponding Secretary: MISS ESTHER WALKER, 423 State Street, Albany, N.Y.

SOUTHERN NEW YORK 1900

Regular meetings third Friday from September to May, 4:00 P.M.

President: MISS ELIZABETH CURTIS, 62 North Street, Binghamton, N.Y.

Corresponding Secretary: MRS. F. J. INDERLIED, 190 Hawley Street, Binghamton, N.Y.

WESTERN NEW YORK 1890

Regular meetings second Tuesday from October to May

President: MISS ELSA JAMES, 1105 Delaware Avenue, Buffalo, N.Y.

Secretary-Treasurer: MISS MARGARET ULBRICH, 680 Lafayette Avenue, Buffalo, N.Y.

OHIO 1891

Regular meetings in November, January, March, June, and July

President: MISS EMMA M. PERKINS, 2125 Adelbert Road, Cleveland, Ohio

Secretary-Treasurer: MRS. WILLARD BEAHAN, 2213 Bellfield Avenue, Cleveland, Ohio

OHIO VALLEY 1907

Regular meetings third Thursday from October to May

President: MRS. H. N. HILLS, Lafayette and Ludlow Avenues, Cincinnati, Ohio

Corresponding Secretary: MISS ELIZABETH WARNER, 2643 Alms Place, Cincinnati, Ohio

Association of Collegiate Alumnae

OMAHA 1907

Regular meetings third Saturday of each month

President: MISS EUPHEMIA JOHNSON, Brownell Hall, Omaha, Neb.

Secretary: MISS ELIZABETH KIEWIT, 2609 Marcy Street, Omaha, Neb.

OREGON 1905

Regular meetings first Saturday of each month

President: MISS HARRIET WOOD, 497 E. 15th Street N., Portland, Ore.

Corresponding Secretary: MRS. G. N. WOODLEY, 350 N. 29th Street, Portland, Ore.

OZARK 1908

Regular meetings once a month on Friday afternoons

President: MISS RUBY FITCH, High School, Springfield, Mo.

Corresponding Secretary: MRS. J. E. WILDISH, 726 St. Louis Street, Springfield, Mo.

PHILADELPHIA 1886

Regular meetings fall and spring. Annual meeting second Saturday in May
President: MISS H. JOSEPHINE MEETEER, Swarthmore College, Swarthmore, Pa.

Corresponding Secretary: MISS MIRIAM HEDGES, Baldwin School, Bryn Mawr, Pa.

PITTSBURGH 1895

Regular meetings November, January, March, and May

President: MISS CORA N. COOLIDGE, Pennsylvania College for Women, Woodland Road, Pittsburgh, Pa.

Corresponding Secretary: MRS. WILLIAM HAMILTON, 205 Lytton Avenue, Pittsburgh, Pa.

RHODE ISLAND 1892

Regular meetings in November, January, March, and May

President: MRS. CAMILLO VON KLENZE, 125 Lloyd Avenue, Providence, R.I.

Corresponding Secretary: MRS. W. C. BRONSON, 140 Morris Avenue, Providence, R.I.

ST. LOUIS 1893

Regular meetings November, mid-winter, and May
Occasional other meetings

President: MRS. F. A. GREENLEAF, Lenox Hall, University City, Mo.

Corresponding Secretary: MISS RUTH BRIBACH, 6639 Virginia Avenue, St. Louis, Mo.

ST. PAUL 1909

Regular meetings first Tuesday of each month beginning October

President: MISS JANET M. BURNS, 99 Western Avenue N., St. Paul, Minn.

Corresponding Secretary: MRS. CARL DIETHER, 1451 Lincoln Avenue, St. Paul, Minn.

SAN JOSÉ 1909

Regular meetings second Saturday—nine meetings

President: MRS. N. H. BULLOCK, 37 E. Julian Street, San José, Cal.

Corresponding Secretary: MRS. W. E. HAZELTINE, 596 S. 10th Street, San José, Cal.

SEATTLE 1904

Regular meetings last Saturday from September to June

President: MRS. ALVAH CARR, 3727 Burke Avenue, Seattle, Wash.

Corresponding Secretary: MISS JESSIE KEITH, The Otis, Seattle, Wash.

SOUTHERN CALIFORNIA 1909

Regular meetings early October, late November, early December, February, March, April, and May

President: MISS HENRIETTA E. BRAYTON, 579, 7th Street, San Bernardino, Cal.
Corresponding Secretary: MISS HELEN HAM, 290, 11th Street, San Bernardino, Cal.

SPOKANE 1909

Regular meetings first Saturday in the month

President: MRS. A. W. COOPER, 1418 S. Maple Street, Spokane, Wash.
Corresponding Secretary: MISS SADIE OPPENHEIMER, 2009 Pacific Avenue, Spokane, Wash.

SPRINGFIELD 1908

Regular meetings last Friday of month

President: MISS ELSA SMITH, 710 S. 6th Street, Springfield, Ill.
Secretary-Treasurer: MISS EDITH MATHENY, 807 S. 7th Street, Springfield, Ill.

TACOMA 1907

Regular meetings second Saturday afternoon from September to May

President: MRS. HEREFORD FITCH, 2400 N. Anderson Street, Tacoma, Wash.
Corresponding Secretary: MISS MARY SNYDER, 612 N. 4th Street, Tacoma, Wash.

WASHINGTON 1883

Regular meetings, seven meetings beginning about October

President: MISS ELIZABETH LEECH, 1372 Columbia Road, Washington D.C.
Secretary-Treasurer: MISS EUNICE MEAD, The Northumberland, Washington, D.C.

YAKIMA VALLEY 1910

Regular meetings first Saturday in each month

President: MRS. F. W. NAGLER, Care Dr. F. W. Nagler, Sloan Building, North Yakima, Wash.
Corresponding Secretary: MISS FRANCES GALLOWAY, 401-A N. 4th Street, North Yakima, Wash.

FELLOWSHIP ANNOUNCEMENTS

EUROPEAN FELLOWSHIP

The Association of Collegiate Alumnae offers a fellowship of five hundred dollars for the year 1914-15, available for study in Europe.

The fellowship is open to any woman holding a degree in Arts, Science, or Literature; in general, preference is given to those candidates who have completed one or two years of graduate work. The award will be based on evidence of the character and ability of the candidate and promise of success in her chosen line of work.

It is understood that the fellow will devote herself unreservedly to study and research and that she will send reports of her work from time to time to the chairman of the committee.

Applications must be made by personal letter from the candidate to the chairman of the committee, accompanied by:

1. A certificate from the registrar of the college or university which awarded the degree or degrees previously received.

Association of Collegiate Alumnae

2. Evidence of sound health.
3. An account of previous educational training and a definite statement of plans for future work and of the reasons for applying for the fellowship.
4. Testimonials as to ability and character from qualified judges.
5. Evidence of scientific or literary work in the form of theses or papers or accounts of scientific research.

Applications for this fellowship for the year 1914-15 must be in the hands of the committee on or before February 1, 1914, and should be addressed to the chairman of the Committee on Fellowships.

PROFESSOR ABBY LEACH

Vassar College, Poughkeepsie, N.Y.

ALICE FREEMAN PALMER MEMORIAL FELLOWSHIP

This fellowship of five hundred dollars is available for study in Europe or America.

Candidates for this fellowship must hold the degree of Doctor of Philosophy or must present work which would entitle them to the Ph.D. degree.

Applications for this fellowship for the year 1914-15 must be in the hands of the committee on or before February 1, 1914, and should be addressed to the chairman of the Committee on Fellowships.

PROFESSOR ABBY LEACH

Vassar College, Poughkeepsie, N.Y.

WOMAN'S EDUCATION ASSOCIATION

The Woman's Education Association of Boston offers a fellowship of five hundred dollars for the year 1914-15, available for study in Europe. The conditions are the same as those prescribed for the Association of Collegiate Alumnae European Fellowship.

Applications for this fellowship for the year 1914-15 must be in the hands of the committee on or before February 1, 1914, and should be addressed to the chairman of the Committee on Award.

MRS. NORWOOD P. HALLOWELL, *Chairman*
West Medford, Mass.

BALTIMORE ASSOCIATION FOR THE PROMOTION OF UNIVERSITY
EDUCATION OF WOMEN

The Baltimore Association for the Promotion of University Education of Women offers a fellowship of five hundred dollars for the year 1914-15 available for study at an American or European university. The conditions are the same as those prescribed for the Association of Collegiate Alumnae European Fellowship. The fellowship is, however, available for study at an American or European university. In the award preference will be given to women from Maryland and the South.

• Applications for this fellowship for the year 1914-15 must be in the hands of the committee on or before February 1, 1914 and should be addressed to the Committee on Award.

DR. MARY SHERWOOD, *Chairman*
The Arundel, Baltimore, Md.

BOSTON ALUMNAE FELLOWSHIP

The Boston Branch of the Association of Collegiate Alumnae, aided by the Radcliffe Alumnae Association, the Boston Alumnae Club of Smith College, and by alumnae of Bryn Mawr College, Vassar College, Wellesley College, and Boston University, offers a graduate fellowship of five hundred dollars, payable in the summer of 1914, for the purpose of stimulating scholarship among women.

The holder of the fellowship must be a woman who is a graduate of an approved college, is of good health and excellent character, and has proved her ability and initiative. The fellowship may, however, at the discretion of the Committee on Award, be given to an applicant who presents reports of a small amount only of investigation; provided, this be of exceptionally high quality and promise. The award will be postponed unless the conditions are fully met. The fellowship must be used, in Europe or in America, for one year of constructive work, and not for purposes of general culture.

Applications for the fellowship should be made to the chairman of the Committee on Fellowships of the Association of Collegiate Alumnae, Professor Abby Leach, Vassar College, Poughkeepsie, N.Y., not later than February 1, 1914. They should be accompanied by:

1. Testimonials of scholarship, of health, and of character.
2. Theses, papers, and reports of investigation, published or unpublished.
3. A statement in full of the plan for the pursuit of study and of the object in view.

Inquiries may be addressed either to Professor Leach or to the chairman of the Boston Branch Committee, Professor Mary Whiton Calkins, Wellesley College, Wellesley, Mass.

THE CIVIC RESPONSIBILITY OF THE COLLEGE WOMAN¹

MARY E. WOOLLEY
President of Mount Holyoke College

It is a very large subject, Madam Chairman, which has been given me to discuss, a subject for which, from many points of view, I feel inadequate. The men and the women who are bearing the brunt of a great movement, who have won their way to leadership by faithful and efficient service in the ranks, thus gaining the right to speak with authority, who appreciate the possibilities all the better because they know so well the limitations, who have the greater power of vision because of the nearer view—such men and women are the

¹ An address delivered at the meeting of the Association in Ann Arbor.

told that creaking chairs became quiet and that all listened as to a prophetess, as, step by step, she unfolded the case of the little child against those who would look at the children's necessity simply in the light of their gain.

The establishment of the Children's Bureau in Washington is said to be the first expression of the nation's care, as a nation, for all the interests of all its children. There is hardly any movement for civic welfare, which does not also concern the little child—good housing, good schools, safe and clean streets, the provision of playgrounds and physically and morally healthful amusements, the elimination of the sweat-shop, efforts for the prevention of contagion, the crusade against the liquor traffic and the social evil—all these, and many more, vitally affect childhood.

Has the college woman no responsibility for the promotion of these movements? Suppose it were your child who was doomed to live in a foul tenement, exposed to physical danger and corrupting influence, defrauded of the child's right to play and happiness, untouched by any uplifting influence. We need contact with other conditions of life, we need also the imagination to put a tenderly cared-for child whom we love into the place of the child of the slums to have awaked within us the realization of the truth that we are his keeper.

The responsibility of the college woman for the civic health is great. What shall be said of her responsibility for civic righteousness? This very day the "Child Labor Problem" is being discussed by Julia Lathrop and the "White-Slave Traffic and the Social Evil" by Mr. Roe in Detroit. They are civic problems and problems in which women are vitally interested. How can it be otherwise? One cannot be a woman, a patriot, a Christian, and be indifferent to these tremendous questions. Revelations of political corruption come as a shock to the high-minded woman as to the high-minded man—revelations of civic corruption, expressed in the social evil, seem to her to touch the very depths of degradation. We have reached a new era in our realization of the responsibility which rests upon us—in common with all women of pure life, but particularly upon the women who by education are qualified for leadership—the responsibility of eradicating this social cancer from our civic and our national life. No college woman has a right to disclaim her responsibility in this question of supreme import.

It is easy to dilate upon the complexity and extent of the civic problem; it is hard to know how to discharge one's responsibility in its solution. I am not sure but that a recognition of responsibility is the first step in solution. Let an earnest, intelligent woman but realize that a great responsibility is here, and she will not rest content until she meets it.

The second step is not difficult to see. A criticism directed from time immemorial against feminine methods of attack is that they "go off at half-cock," a criticism which, in the light of these last months of political campaigning and remarks made by that portion of the population which is not feminine, will probably lose something of its pertinency. But the wisdom of being thoroughly informed as to conditions before trying to reform them, of thinking *around* a subject, before arriving at conclusions, is a wisdom approved of all who have had experience in correcting abuses and bringing about reforms.

I often think of the advice of an old teacher of arithmetic in my childhood days: "If ten minutes were given me in which to solve a problem or lose my head, I should take five to see clearly what I was asked to do." To see clearly what they are asked to do, to have an intelligent understanding of civic problems, to know something of political science, economic and industrial history; that is one of the first steps in preparation for the wider citizenship coming so surely to women. If they can furnish a background of knowledge and the balanced judgment which comes from facing facts and seeing them in their true relationship, they will bring a real contribution to the solution of the civic problem.

It is impossible to consider the question of civic responsibility without reference to the question of woman suffrage. For those of us who have come slowly, perhaps, but convincingly to the affirmative side, converted by the irresistible logic of the situation, the emphasis is no longer upon "rights" but upon "duty." I am not surprised when I hear well-dressed, well-fed, well-cared-for women say that they have all the "rights" they wish and therefore do not care for the ballot, but I cannot help wondering whether they have ever thought of the woman who has not all the "rights" and needs the protection and help which the ballot, not only in her hands but in the hands of the woman who has perhaps less personal need of it, can give. Nor is this need limited to the woman in extremes. As Mrs. Crane points out, the average woman's "business" is the care of the home and the rearing of the family; and when she has the ballot, the poorest or most uneducated home-maker and mother will have sense enough to see how laws and ordinances are going to affect her business.

But our question is of the responsibility that rests upon the college woman, the woman who, by very reason of her training and her opportunities, is in a position of leadership; leadership, not in a superficial or unworthy sense, but leadership of ideas, of thought, and plans for a better and more effective way of bringing about the desired results. Women's work on civic lines has been too largely remedial when time and money and energy could be saved and vastly greater results achieved by giving to them opportunity to work for preventive measures through legislation and its enforcement. In this day of scientific management, it seems very unscientific for men and women of earnest purposes and high ideals not to be pulling together in the herculean task of purifying and strengthening our civic life.

My strength is as the strength of ten,
Because my heart is pure.

There is a very real sense in which the power of the worker is in direct proportion to the power of the inner life. We may call it by different names, we may find it difficult to define, but the truth we see illustrated day by day. The individual life behind, within a movement, that is the real force which gives it power. Purity of motive, singleness of purpose, the self-abnegation which cares for the progress of the work rather than for the glorification of the individual, the zeal for righteousness which is as a consuming fire in the bones,

the love which means that nothing human is foreign—this spirit working within the lives of men and women will bring to pass what the mere machinery of law can never accomplish.

And upon us as college women rests in large measure the responsibility for the fulfilment of this ideal. *Noblesse oblige* is not antiquated, not a relic of the past, it is for us of the new day, of the new privilege to realize that unto us much is given and of us much is required.

BULLETIN ON VOCATIONAL TRAINING

Notice of the forthcoming *Bulletin on Vocational Training* was given in the April and May numbers of the *Journal*. Although published late in July, the bulletin has already been accepted by the leading authorities in the United States with great enthusiasm. As it lists the institutions which give training under the heading of the kind of training given, it is easy to find at a glance just what opportunities there are for the study of any chosen work, what it costs, where and at what time of the year it may be obtained, what previous training is required, and whom to address for further or more personal information.

In a series of "Remarks" it also gives most suggestive hints as to less well-known or more advanced positions for which training may be obtained at these same institutions.

The cost of gathering and publishing in tabulated form such material was almost prohibitive; yet the need of such a manual was immediate and pressing; therefore the Association in its Council Meeting advanced funds for publication and decided to put the bulletin on sale at the nominal cost of fifty cents a copy. This sum will not cover the actual cost, but the Association felt it could do no better work for practical education in 1913 than to put this book within the reach of everyone.

For sale by the General Secretary, VIDA HUNT FRANCIS, 1420 Bellevue-Stratford, Philadelphia, Pa. Price 50 cents, postage prepaid.

NOTICES TO MEMBERS

The Secretary-Treasurer gives notice that only the names of those whose dues are in her hands by January 1 will appear in the mailing list. Notification of changes of address should be sent to her *at once*.

TENTATIVE PROGRAM OF BIENNIAL CONVENTION

EASTER WEEK, 1914

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|------------|-----------|------------|---|
| Monday, | April 13, | 10:30 A.M. | Council Meeting, Bellevue-Stratford, Philadelphia. |
| | | 2:00 P.M. | Council Meeting, Bellevue-Stratford. |
| | | 8:00 P.M. | Reception to Association of Collegiate Alumnae and friends. |
| Tuesday, | " 14, | 9:00 A.M. | Bryn Mawr College. |
| | | 10:00 A.M. | Meetings of National Groups, and conferences of Affiliated Members, Collegiate Administration, Euthenics, Eugenics, Educational Legislation, etc. |
| | | 1:30 P.M. | Luncheon at Bryn Mawr College. |
| | | 3:00 P.M. | Conference of Deans, Conference on Vocational Opportunities and Guidance, etc. |
| | | 8:00 P.M. | Open Meeting at Taylor Hall, Bryn Mawr College, under auspices of Conference of Deans. |
| Wednesday, | " 15, | 10:00 A.M. | Business Meeting, Bellevue-Stratford. |
| | | | Reports of Board of Directors, Council, Committees, Branches, etc. |
| | | 2:30 P.M. | Business Meeting (continued). |
| | | 8:00 P.M. | Open Meeting. |
| Thursday, | " 16, | 10:00 A.M. | Election of Officers, Bellevue-Stratford. |
| | | 1:00 P.M. | Luncheon at Swarthmore College. |
| | | 3:00 P.M. | Open Meeting at Swarthmore College. |
| | | 8:00 P.M. | Open Meeting, Philadelphia. |
| Friday, | " 17, | 10:00 A.M. | Council Meeting, Bellevue-Stratford. |
| | | 2:00 P.M. | Conference between Bureaus of Occupation, College Appointment Bureaus, and Employers of Trained Women. |
| | | 7:00 P.M. | Banquet, Bellevue-Stratford, followed by speeches. |
| Saturday | " 18, | | Excursions to places of interest in and about Historic Philadelphia will be arranged for Delegates, Councillors, and Members of the Association. |

This program is subject to necessary changes. A detailed program containing the names of the speakers, topics, committees, hotel and railroad arrangements, etc., will be mailed to every member six weeks before the date of the convention.

See the Fellowship Announcements on pp. 9, 10.



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The Journal of the Association of Collegiate Alumnae

VOLUME VII, No. 2

MARCH 1914



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Correspondence concerning publication matters, yearly subscriptions, and single copies of the Journal should be addressed to The University of Chicago Press, 5750-58 Ellis Avenue, Chicago, Illinois.

Claims for missing numbers should be made within the month following the regular month of publication. The publishers expect to supply missing numbers free only when they have been lost in transit.

Communications concerning editorial matters should be addressed to Miss Susan W. Peabody, 5515 Woodlawn Avenue, Chicago, Illinois. Communications concerning membership in the Association and notification of changes of address should be addressed to Miss Katharine E. Puncheon, 5103 Pulaski Ave., Germantown, Pa.

The Journal of the Association of Collegiate Alumnae

VOLUME VII—No. 2

MARCH 1914

THE RELATION OF THE ASSOCIATION OF COLLEGIATE ALUMNAE TO THE PUBLIC SCHOOLS*

MARY B. HINSDALE

When the Convention that has just been welcomed to the University of Michigan visited Ann Arbor, fourteen years ago, Miss Kate Holliday Claghorn read a paper concerning the relations of college-bred women to education. The limiting of the paper to college and university questions was an indication, as unerring as is our list of Association fellowships, that higher education, from different angles, has claimed the first thought and best achievement of the Collegiate Alumnae. Its work has begun to reach downward, or better, outward, into the field of the common school.

A survey of the present-day school world is the indispensable preface to any discussion of the service that an unprofessional society of women, with college training, might render. In those parts of the United States where the public-school system exists in its full vigor—and Northeast, Old Middle, Old Northwest, and Newer West are included here—the first glance discovers that it is trying to do an amazing number of things. The American ideal of equal opportunity for all, coupled with increasing wealth and refinement of life, has gradually enlarged the public school into a sort of Whitely & Co., or universal purveyor to human needs. With the progress of immigration, the public school has gone a-slumming, with the result that the genius of the social settlement begins to pursue it, in those districts where there are no slums. The doctrine that the state owes the youth the means of earning a living is abroad. And finally state control is pushing out voluntary enterprise in the field of beneficent and remedial education.

The common school was never so much in the public eye. Its literature, once altogether professional, is now partly in the hands of the daily reporter, and has come very close to having a yellow journalism. It was never more surely in a transitional state. The drama is full of action,

* An address delivered before the Association at the meeting in Ann Arbor, Mich.

and a peace negotiation between the established training in liberal arts and vocational education holds the center of the stage. A vast amount of confusion attends the discussion of vocational training. Commissioner David Snedden's brief monograph on the subject is the safe guide for everyone who would have any intelligent concern with the matter. "Vocational schools," says Dr. Snedden, "frankly specialize to one distinct purpose, that of leading by the most immediate path to productive work" (p. 71). "Liberal education," he says, "takes the standpoint of the individual as one who is to learn to appreciate on a broad scale the world in which he lives" (pp. 73, 74). The movement is not much more than five years old. It first appears, I think, in the resolutions of the National Education Association in 1908. Something different is the manual-training movement started twenty years earlier, and especially associated with the name of Dr. B. D. Woodward. Symmetrical culture was the underlying idea of this. And I think we can credit it with the workshops, kitchens, and sewing-rooms attached to liberal-arts high schools. The two ideas have a common prototype in the scheme of the educational reformer, John Bernard Basedow, who conducted an experiment school under the patronage of the Prince of Dessau, about the time of the American Declaration of Independence. Basedow's division allotted to children of the rich six hours of school work and two of manual labor. In the case of the children of the poor, he would have the division inverted, and give two hours to school work, and six to manual labor (Quick, p. 287). There is nothing American about such frank division into classes.

It is a pleasant bit of knowledge that the charter of public education in the Old Northwest, now grown into a familiar legend, contained, in the form in which it was drafted, a vocational provision. As adopted it reads: "Religion, morality, and knowledge being necessary to good government and the happiness of mankind, schools and the mean(s) of education shall forever be encouraged." The lost clause added, "And all persons while young shall be taught some useful occupation." When some student of exact history discovers from the records of the old Congress, or from papers unearthed from a moldy chest in some upper garret, how this clause was lost, he will emulate the archaeologist who restores a long classical inscription from the broken bits of a few letters buried in the ruins of some ancient city. Suffice it here to say that a changed agricultural economy and the passing of the apprentice system from shop and factory now furnish a solid basis for specialized types of public education.

To see the present problem clearly we must note that the vocational demand is asserting itself in two different aspects. The rather dilettante

occupation courses in old-fashioned high schools are a thing apart from either.

The real vocational movement, on the side that is most widely known, contemplates continuation schools, trade schools, and technical schools below the institutions, generally private, that have long existed in the field of higher education. Dr. Snedden is their authoritative advocate. And no open-minded person can differ from him, when he pleads for the vocational as a separate type of education. But industrial training, to vary our phrasing a little, is asserting itself, in the second place, as a mode of liberal education. "Learning schools" and "producing schools" are talked about; and learning by doing is exalted as a means of culture. This aspect of the matter is best exemplified by Dr. G. Kerscheiner of Munich. His striking article, entitled "The School of the Future a School of Manual Work," should be read by everyone who would see this second face. The consideration that any substantial course of mental training that waits upon the hand would keep Methuselah in school a lifetime confirms the belief that Dr. Kerscheiner, like other reformers, will add one feature to educational method but will not revolutionize it.

Its claims on the commercial side industrial education has asserted with complete success. How it shall be organized in relation to liberal education is the question of the hour. The latest meeting of the National Education Association had its liveliest discussions on the question of specialized high schools versus composite high schools in which the two types shall be administered as one. Whatever a person's individual opinion about separating the two types, for the greater perfection of each, or blending them lest class distinctions grow up, all are agreed that efficient administration is needed, as never before. Horace Mann should be living at this hour. Our land hath need of him. I would refer very heartily to a new book by Dr. Julius Sachs, entitled *The American Secondary School*. This distinguished American training teacher, with his German antecedents, discusses with especial felicity the function of the educational expert.

Apart from the vocational controversy, more general questions of school organization and government are alive. There are the questions of consolidation for rural schools and of commission government for urban schools.

Since this is the situation, what lines of activity are suitable to the particular genius of collegiate alumnae? The subject of the evening has probably kept us all reminded of the School Patrons' Department in the National Education Association. In this body college women and club women have united to center the civic and social efforts of their

several organizations upon the school system, and I may be permitted to say that in this alliance, the two college organizations will naturally furnish the professional information and the greater part of the thinking. To be able to do so is no great credit. Not to be able would be a great discredit; for the advantage of training creates an obligation. As does the club women will far excel the college women by their superior numbers and social influence. The Association of Collegiate Alumnae might reasonably be expected to enlist the influence of the Patrons in measures that touch the more technical and institutional side of the school system. Those activities that originate with the clubs and mothers' congresses will usually savor of social service.

To be more specific, would it not be well in the first place to encourage a simple course of professional reading for the education committees of women's organizations in general? Dr. Brown was especially anxious that these bodies should make use of the National Bureau of Education. And doubtless his successor, Commissioner Claxton, seconds the wish. Under the head of pamphlet literature, Dr. Charles W. Eliot's description of a good urban school government ought to be known to club women. Jesse B. Davis' leaflet on *The Need for Vocational Guidance* would illuminate an important subject. Such a work as Quick's *Educational Reformers*, a great modern classic, would be a chart and compass in a sea of educational theories. The person who knows only in outline what each of the great German, French, Swiss, and English reformers contributed to educational method will not lose his track when perfection and all-sufficiency are claimed for some new scheme. The other day I ran across a familiar bit of literature:

"Is my pocket handkerchief hanging out of my pocket, my dear?" said Fagin, stopping short.

"Yes, sir," said Oliver.

"See if you can take it out, without my feeling it: as you saw them do when they were at play this morning."

Oliver held up the bottom of the pocket with one hand, as he had seen the Dodger hold it; and drew the handkerchief lightly out of it with the other.

"Is it gone?" cried the Jew.

"Here it is, sir," said Oliver, showing it in his hand.

"You're a clever boy, my dear," said the playful old gentleman, patting Oliver on the head approvingly. "I never saw a sharper lad. Here's a shilling for you. If you go on in this way, you'll be the greatest man of the time."

Here we have vocational education, with a tinge of the Montessori method. As a means of moral training, neither has any inherent superiority over the existing fashion of learning without doing.

Thus far the Patrons are devoting their annual programs to child

psychology and physical welfare. The first of these is ultimately to be applied by the teacher; the second will depend much upon the teacher and school government. Right here, it seems to me, is one of the very suitable subjects for the attention of the School Patrons. With the college women's societies to gather information, and mothers and club women to enlist the interest of law-makers, it is not a wild dream that an agency is growing up for dealing with the evil of school politics. Professor Hugo Münsterberg, in his kindly criticism of American institutions, fixes upon the connection with politics as the most serious source of weakness in the school system. The fact is that school boards are the proper target for many of the missiles that are hurled at the school as a whole. It is to be regretted that the School Administration Department in the National Education Association is not more energetic for reform along this line. Two years ago, it spoke out plainly at Boston, but has offered nothing so good since. It might be well for the Patrons' Department to unite with that of Administration for a joint program. It is a good omen that school boards have their special sections in some state associations, and that they have their own publications.

Two very important sets of persons are conditioned upon the school board. Superintendents and principals are one, teachers are the other. We have already referred to the present need for expert school administration; we shall never maintain it in the public schools without a reformed school government. During the dark period in the government of American cities superintendents and principals of schools have been obliged to add to their professional character the rôle of politician. It is not surprising that the largest superintendencies have not been, on the average, the ablest superintendencies. The American schools will never be so famous for quality of work as they are for numbers handled and subjects taught, until a measure of independence is secured to the administrative offices. Our civic sensibility is at present so benumbed that we do not wince at the fact that professional skill is prevented from controlling such a professional matter as the adoption of school books and supplies.

A word is also very timely about the power of the school board over the teacher. There is a well-known proverb, "As are your teachers, so are your schools." Dr. John D. Philbrick preferred to say, "As are your school boards, so are your schools." It would be fallacious to add, "As are your school boards, so are your teachers." Teachers in urban districts are likely to be better than school boards, yet it is by the will of the school board that the teacher gets an opportunity to teach, and I wish to propose as a very important symptom of school health the basis upon which teachers are selected and the language of their contracts.

In presenting school government as a suitable field for educational service I wish to say with emphasis that by popularizing a demand for truer professionalism in the schools the women will do a more genuine service than by coming forward with demands for petty innovations, and small improvements. The latter course will bring nothing but a system of shreds and patches, uncertain of purpose and weak of execution.

Finally, does not the peculiar position of our Association, unprofessional, but to some extent professionally informed, qualify it for popularizing sentiment in favor of restricting the public-school curriculum and public-school aims? I never wish to see the Collegiate Alumnae stand for the addition of one subject to the public-school program until it has stood for keeping off some subject. The ease with which popular demand makes itself felt upon the American school insures that there will always be a good deal of diffuseness. There are two groups of people, both most estimable, to whom I take the liberty of referring as responsible in a very special way for the crowding of the course. In the first of these are the specialists of higher education. I wish to put on record the opinion that the temporary breaking-down of the ideal of a cultural high-school course for the sake of making the human being more of a human being has one of its causes in the very overdoing of such courses. High-school teachers were never ignorant of the fact that it is a small percentage of the high-school youth that goes to college, though it is now presented as a new discovery. The time was when the cultural course was good for the majority of minds that presented themselves in a high school. But two simultaneous forces made this no longer true: first, the high school has reached down to a lower economic and social stratum in society; in the second place, the academic side of the high school has been greatly developed. The *Report of the Committee of Ten*, 1892, led the way. It did not of itself set too severe or stiff a pace for the democratic averaging American system, though it reflected the standards of Germany and Switzerland. But the resolutions and reports of specialists that have followed in the wake of that greater document have headed up a sum of requirement that is beyond the average high-school mind; it is not so much too many subjects as too much surface. The American high-school youth has a mental shortness of breath. The contents of his mind are as a badly focused moving-picture show. The academic specialist's enthusiasm has gone so far that Dean Talbot, when she addressed our local chapter last winter, talked about the old cultural education as one that develops the subject, and the vocational, as one that develops the pupil.

A second class of persons who, with the best intentions, have overloaded the schools are public-spirited women who lack a sufficient range

of vision. The same mother who declares at five o'clock tea that the schools are just "killing the children" circulates a petition the next week to have some new subject introduced. Additions that come from this source are usually practical occupations.

Everywhere there is a notion that every probable, or even possible, activity of life ought to be anticipated at school. The *Sunday Morning Free Press* had three paragraphs about the common schools on its first page. One announced that a Federated Club at Cleveland is providing breakfasts for school children in particular districts; the districts seem to be wisely chosen. The second announced that a St. Louis educator wishes to have the care of babies taught to girls in the seventh and eighth grades. The third said that a Chicago educator wishes to have voting machines put into the schools. The simpler aim of putting the child in possession of his powers and leaving their special applications to the great school of the world is suspended for a while. In professional circles this situation is probably influenced by the weakening of the doctrine of discipline and mental congruence by a material psychology; popularly, it seems to result from a notion that what can be got out of the state does not cost anything, and from a fascination with the idea of uniformity.

Very many of the requirements made of the public school reflect the idea that a discipline that depends largely upon habit and constant practice can be accomplished by precept and rule. On no other basis could the idea stalk abroad that the schools, which have the care of the children one quarter of the day during three quarters of the year, are the chief institution that is responsible for morals. Because every child belongs to a school, whether he belongs to a home or not, the school is now proposed as an agency for attending to things that have usually been esteemed altogether private.

Two classes of persons need to be relieved. And these are none other than pupils and teachers. Some aspects of the conversion of the school into a social beast of burden are so contrary to nature that they would grow less if enthusiasts would stop to think. How often does the current demand for some training that shall anticipate a future need violate the great principle, "I have yet many things to say unto you, but you cannot bear them now"? Speaking less reverently, they do not reckon sufficiently with the doctrine of interest.

Practical plans to remedy this situation would be far more ambitious than this paper. Two or three very general suggestions will perhaps be allowed. In the first place, is not the cordon of women's organizations that encircles and intersects our land and is an acknowledged social and civic force a competent agency for a revival of that great private school

the home? We refer, of course, to the non-indigent home, where the children are being swept into the current that is organizing and municipalizing the material part of domestic life.

For that other class of homes that are the legitimate care and concern of every beneficent agency I am going to raise the question whether our intelligent women could not foster a sentiment in favor of multiplying centers of contact with counsellors and helpers other than the public schools. The newspaper told us the other day that the Northwestern Settlement in Chicago has opened a new laundry school, in which poor women are the pupils. It is also reported that our friends, the Federated Club ladies of Detroit, have some plan for teaching the care of children in the poor quarters. A year or two ago, the energetic women of the Michigan Grange attached a demonstration of the dressing of a child to one of their programs. This was an eminently suitable place for it. There is abundant wealth in our land for the endowment of voluntary institutional centers to serve as supplements to homes.

I would not be understood as making any criticism of the schoolhouse social center. I am going to permit myself the pleasure of saying, to the honor of a woman to whom a monument has been erected in the form of an A.C.A. fellowship, Miss Anna C. Brackett, that Miss Brackett was quoted, at the first teachers' institute where I happened to sit and listen as a little girl, as calling the friendly acquaintance between parents and teachers indispensable to a teacher's good service and success. She did not say that teachers should become as sisters to the mothers of from forty to two hundred children, but she went as far as the demand upon a human teacher's vitality can justly be carried. New social conditions call for some place of meeting, and the schoolhouse is the obvious one. Having come to the teacher, who is the real center of school life, I am pleased to give the subject over to Miss Punccheon.

THE TEACHER AND THE PUBLIC SCHOOLS^{*}

KATHERINE E. PUNCHEON

A great many years ago, on a very hot day in June, an abnormally solemn Senior girl received a roll of parchment from the kindly hand of President Angell testifying to the fact that the authorities of the University of Michigan thought her ready to go out and seek her place in the world. After these many years, she finds herself again in Ann Arbor with very much the feeling of having been called home to give an account of her progress. Her accomplishment has been meager, not at all in proportion to the benefits received during four happy years; but whatever of merit there may be in her record is there because of those years; and tonight she makes grateful acknowledgment of a debt she can never repay but which binds her closer each year in love and loyalty to the great University which set her feet upon the path of high hopes, high ideals, and earnest purpose.

When your secretary told me that one meeting of this convention was to be devoted to public education and the relation of the Association of Collegiate Alumnae to that great problem, and asked me to take part in the discussion, I was terrified and I am still terrified. My only acquaintance with national conventions of this Association is by way of the *Journal*; and I am very sure that days spent in an effort to fit the burden of education to the crooked back of ambitious little Jennie Jones, in enticing pretty and popular Susie Smith to taste the delight of serious work, and in persuading the mother of Gladys Green that her daughter cannot be fifteen years old, a queen of society, and a distinguished student all at one and the same time are not preparation for such learned discussions as appear there. Then, too, I am not a subscriber to what seems to be the popular educational creed of today, and therefore on an occasion of this kind I should be listening in the hope of conversion rather than speaking from old-fashioned conviction.

All education, and especially public education, is in a transition stage, and sometimes it seems as though its "growing pains" will prove fatal. There is, however, reason to hope that the rapidly swinging pendulum is seeking a normal position. I have said that I am not a subscriber to the popular educational creed of the day—what its friends like to call "the new education," or "progressive education," or even sometimes

^{*} An address delivered before the Association at the meeting in Ann Arbor, Mich.

"democratic education"—the education which is looking for short cuts, which tests all training by its immediate commercial value, which expects in little children judgment sufficiently mature to choose what is best for their mental development, although no such wisdom in the matter of physical development is looked for in them, the education which destroys rather than constructs and which is so wasteful that it fails to use the good from past and present in building for the future. This new education is not a local condition; it belongs to the whole country. It is ambitious to fit boys and girls for everything under the sun and to do it in the shortest possible time and with the least expenditure of effort on the part of the student. So far have we gone that one enterprising high school in the far West, I am informed, offers its students thirty-two different courses, embracing everything from preparation for college to preparation for matrimony. It is an idea of education which is catching popular fancy. It claims to be cheaper than the real thing and just as good, like many commercial substitutes. Please do not misunderstand me. I know that the "progressive movement" has brought much to the cause of public education. "New times demand new measures and new men," and old systems must grow with the new times if they are to be useful. However, we have been going pretty fast and pretty far and President Hibben has expressed our situation well in a protest recently published in an eastern paper (*Public Ledger*, Philadelphia, September 14, 1912). He says:

The address which I gave at the time of my inauguration on "The Essentials of Liberal Education" has caused considerable critical comment on the ground that it represents a conservative position in education, with the implication that a conservative position is naturally to be interpreted as opposed to progress. I wish to enter a very emphatic protest against this fallacy which associates conservatism with a lack of progress, the more so because this general point of view, I believe, is quite prevalent today. It is the conservative in education who alone possess the secret of significant and substantial progress. That which is to be conserved is that which is essential. That which is unessential may well be outgrown and left behind; but the very idea of the essential elements in education is that they possess a certain enduring life which is absolutely necessary for true and vital growth. It does not seem to me that there can be any true development in educational method unless there is some grasp of the essential principles which necessarily underlie and condition the possibilities of progress.

The true conservatism in education, in politics, or in religion is progress without loss of essential values.

There is a great difference between adherence to old principles and adherence to old methods. Progress consists in the application of old principles to new conditions; and it is only when there is a firm grasp of fundamental prin-

ciples that it is possible to devise new methods which have permanent value. Merely because an idea is new it does not necessarily follow that it is wise or profitable. The art of invention can never be independent of fundamental theory.

As you know the battle rages about subjects to be taught, not, unfortunately, about means and methods of instruction; and those subjects which have stood the test of time are being condemned and discarded because this is a "democratic country," and for some reason which I do not clearly understand, traditional education is "undemocratic." This is a democratic country and our public schools must educate the children of a democracy. The little foreigner who comes to our shores seeking freedom and light and opportunity deserves a warm welcome in our public schools—and it is his. Mary Antin speaks for a large army when she bears testimony in her autobiography to the fulfilment in "The Promised Land" of her dream of an education. The defective, the delinquent, the deficient, the subnormal, all, too, properly claim our thought and attention; as do those who must too early leave the school-room to become wage-earners. But there is also a vast horde of normal American-born boys and girls in this country, ready by desire, by ambition, and by tradition for that education of the mind and of the spirit which shall make of them thoughtful, enlightened, and forceful citizens of a great republic, and they must not be neglected nor forgotten. In the school I know best more than one-third of our last year's enrolment of twenty-nine hundred girls were *from choice* in the college preparatory courses. No such proportion of the school will finally enter college, I regret to say, but they and their parents have faith that along this path of traditional training lies strength of mind and of heart. There are many such "seekers after light," the country over, and in our eagerness to provide what we have labeled "the practical" and "the useful" there is danger that their claims may not receive fair consideration. Personally, I firmly believe in the true educational value of the so-called "traditional" subjects. I am not lacking in respect for those not included within this group. I appreciate their worth and our need of them. The eye and the hand, as well as the mind, must be trained; but the eye and the hand will obey the trained mind and I think that, as instruments of education, the popular vocational subjects have not as yet demonstrated their right to be called "equivalents." It behooves us to be very careful how we substitute "things for thoughts" and persuade ourselves that we shall get the same results.

When city councilmen are urging an educational appropriation as a cloak for some nefarious scheme of their own, they make enthusiastic speeches through which one hears frequently repeated in thundering

tones: "The public schools are the bulwark of the nation." Whether by accident or by design they speak the literal truth. The public schools *are* the bulwark of this nation, and to my mind the ideal system of public education will be reached when every child in this great country shall receive, in the public schools, preparation for his part in the life of the nation. To reach this ideal, we must have a bigger, broader, and more comprehensive system of public education than has yet been conceived, and this we shall have when every citizen realizes his individual responsibility, recognizes the right of every child to the full development of his natural attainments, declines to accept from sensational periodicals lurid tales of failure, wastefulness, and general wickedness on the part of schools and colleges, and refuses to allow all campaigns for public economy to begin and to end with the public schools.

Numerous and comfortable schoolhouses rather than a limited number of luxurious buildings, well-trained and efficient teachers sufficiently well paid to enable them to give their best to their chosen profession, superintendents and executive officers more concerned with the quality of the work done in their schools than with the prompt introduction of the latest educational frill—these are the foundation stones of a system of public education whose product shall be self-respecting, self-reliant men and women, with well-trained minds in well-trained bodies and with the capacity for service to themselves, to the community, and to the nation developed to its highest power. The very heart of any system of education, public or private, its success or its failure, lies in its teachers. Have buildings as costly as may be and equipment as perfect as mind of man can make it and place therein mediocre teachers, and the results will not compare favorably with those of the little frame schoolhouse with no equipment but uncomfortable benches and an inspired teacher. Before we shall secure a teaching body worthy of their chosen work, we must recognize and insist that teaching is a profession to be held on the same high plane as any other profession and that teaching in the public schools is an honorable calling for which the best are not too good. We must recognize and make plain the duties and obligations of the teacher to the community she serves, and with equal force we must recognize and make plain the obligations of the public to its teachers. We must remember that there are three vitally important factors in the education of boys and girls—their parents, their schools, and their associations, and the school cannot do the work of all three without sacrificing its own peculiar function. It does seem too generally true that homes are not bearing their full share of the burden, and in our eagerness to give the child full measure we have made place in our school organization for many things which properly belong elsewhere. I make no plea for the

shirking of one iota of its responsibility by the school; but I do protest against the growing tendency to hold the school responsible for the whole life of the child. Five hours of five days of perhaps forty weeks is the teacher's maximum time allowance per year with a class of forty or more pupils, and she cannot do the work of mother, father, minister, physician, and friend, and provide education at the same time, no matter how willing she may be nor how pressing the need. From my knowledge of public-school teachers, I am inclined to believe that no other field of service boasts more faithful, more conscientious, or more altruistic laborers. All this they should be—and more. A large heart, a well-stored mind, a gentle spirit, and a steadfast purpose every teacher should bring to her profession, and we must look to our colleges and universities and teacher-training schools to set and to keep a high standard of preparation for those who would enter this field and to lead into other fields those who do not give evidence of fitness for their chosen work. Among our blessings we may number the passing of the day when every woman who must be self-supporting turns to the classroom. Such excellent and helpful organizations as our recently established bureau of occupations are to be of inestimable value to the cause of education as well as to womankind in general by opening every possible field of opportunity to women and encouraging them to enter. Today a woman may *choose* the work by which she will earn a living; teaching is only one of many avenues open to her, and she need not and she should not enter the school-room unless she feels what used to be a first requirement for every minister of the gospel—"a call."

Very clearly, then, the public may properly demand of its teachers those natural qualifications of mind, of spirit, and of body which are a necessary aid to good teaching, the best preparation that the best thought has provided, and the earnest conviction that her service to the community is second in importance to no other.

And what may she expect? She offers herself as a teacher and gives evidence of possessing the qualifications that the public very properly demands. She enters upon her work with enthusiasm and a determination to give the very best that is in her to her charges, whatever be their "race, color, or previous condition," and whatever be the obstacles she must overcome. But she hasn't been very long in the employ of that public she is so eager to serve until she begins to wonder whether she is a teacher, a nursery governess, a professional entertainer, or a table of statistics. She finds herself a part of a most wonderful and complicated system of public instruction, which performs all its functions with accuracy and on the stroke of the clock, and provides for every possible phase of its work except teaching; and there is really little time for that in the

elaborate programs of continuous change laid out for our public schools. So perfect are our systems that in at least one large city, I am told, when a principal wants a teacher, he requisitions her on a printed form, just as he would books or stationery or coal or janitors' supplies. The examining board who make up the eligible lists for that city very probably do not know his school, his need, or perhaps do not even know him; but he has a vacancy in his faculty and the next teacher on the list is sent to him. Let us have eligible lists properly and fairly made up *by all means*, but after they are so made, a little care and a little human interest in distributing teachers will bring the public larger returns.

The teacher may properly expect from the public she serves the opportunity to do her work with that ease which can come only from a sense of security of office and a salary sufficient to make other efforts to eke out a respectable living unnecessary. I wish those salaries might be so adequate that retiring allowances could not be a proper expectation on her part, but they are not and are not likely to be, and retiring funds are a great boon to the teacher and to the system as well. Properly planned, they are in no sense a charity, and their sure provision for what might otherwise be a comfortless old age leaves the teacher free to use at least a part of her meager salary in self-improvement—and if anyone doubts that she does this let him consult the records of university extension societies, class lists of colleges and universities which offer teachers' courses, summer schools, and tourist companies that plan summer travel. In addition to this, such funds make it possible for schools to be relieved of those whose days of usefulness in the classroom are passed, but whom one would hesitate to displace unless provision were assured. When in our wisdom we provide for automatic retirement at a given age, all sting will be removed from pension funds and retirement will become an honorable discharge.

Our teachers may also expect the respect and confidence of the public, the loyal support of parents and school authorities, and an opportunity to work under executive and administrative officers who are large hearted and broad minded, for if the teacher makes the school (and she does), the principal and superintendent make the teacher in large measure. A teacher should be asked to acknowledge responsibility only to men and women who come to their work prepared and endowed by nature as she is—men and women who construct rather than destroy systems of education and courses of study, who believe that the period of life devoted to education is not a time for continuous diversion and entertainment but for work suited to the age and the need of the child; men and women who do not make its immediate commercial value the only test of a course of instruction; men and women who know that no

matter how insistently we call the present hodge-podge of doctors, dentists, nurses, organized play, manual training, music, dancing, sewing, cooking, amateur dramatics, and a little reading, writing, and arithmetic, *education*, it can never be real education; men and women who believe that a teacher's true value is measured by her success in teaching, not by the number of her advanced degrees or of publications bearing her name. A great deal of good teaching is spoiled by the value placed upon such attainments by those in authority. The ambitious teacher tries to do both and her teaching suffers. Advanced degrees and publications are honorable and valuable, but so is fine teaching. That our teachers should have opportunity to do advanced work—original work if they be so gifted—no one will deny, and that such work brings a direct advantage to the schools they serve is very certain, but we shall never reap the full reward of their efforts until the wisdom of the "sabbatical year" is more universally acknowledged.

The teacher may properly expect to serve under administrative and executive officers who believe that the work of the teacher who is leading little children over the first steps in the process of education is just as important as, and even more valuable to the community than, that of the teacher who is doing what we mistakenly call "higher work"; administrative officers who have the courage to insist that the teachers for whom they must be responsible be appointed by proper and rational methods, that their tenure of office be secure, their surroundings comfortable within reason, and their salaries adequate; executive officers who point with more pride to careful, thorough, and systematic school work than to complicated and mechanical systems of administration and a whole library of statistics which testify to little but the torture of teachers and the infinite patience of underpaid clerks. Much she must give and much she may expect as an honorable member of an honorable profession.

If we are to have a system of public education of which we may fairly and justly be proud, if we are to exact and to receive from our teachers such service as we have every right to exact and to receive, and if teachers are to be given such consideration and opportunity as they have every right to expect, organizations like this must play a large part in the formation of a bigger and broader and more comprehensive system of public education.

Our roll of members includes women in all fields of activity open to women, women who by preparation and accomplishment have earned the right to be heard, presidents of colleges and teachers in them, directors of and instructors in teacher-training schools, administrative and executive officers and teachers in all grades of all kinds of schools, professional women, business women, women with time, energy, and ability to give

to a great problem, and last and best of all, mothers of children to be educated. Probably no more representative and surely no more powerful body of women exists, and to you we who are in this field of service look for support, for encouragement, and for help in working out a system of public education which shall make of our boys and girls self-respecting, self-reliant, high-minded, strong-hearted men and women.

NOTICE TO MEMBERS

BY-LAWS

Art. IX, sec. 2.—All voting on motions in the meetings of the Association shall be only by delegates who have been duly certified to by the Credentials Committee before or during the biennial meeting. Before voting on any motion a delegate must have secured her credentials from the Credentials Committee and must wear the badge or other mark provided for voting delegates. Delegates may cast the total proportional vote of their delegations. All motions shall be submitted in writing.

Art. VII, sec. 1.—(a) The voting body at a biennial meeting shall consist of members of the Council, regularly accredited delegates, chairmen of standing and special committees, and ex-presidents, and former general secretaries.

The Credentials Committee for the Philadelphia meeting will be in session at the Bureau of Information in the Headquarters at the Bellevue Stratford. When registering *Branch Councillors* and *Delegates* should present letters from their Branch Presidents; *General Councillors* and *Delegates*, from the Vice-Presidents of their sections; *College Councillors*, former *Presidents*, *General Secretaries*, and *Chairmen of Standing and Special Committees*, from the General Secretary; *Councillors and Delegates* from the *Alumnae Associations* affiliated with the A.C.A., from the Presidents of their Associations.

In order to facilitate the work of the Committee every voting member is urged to send her name and address, stating whether she is a Councillor or a Delegate, as far in advance as possible, to the Chairman of the Credentials Committee,

MISS KATHERINE E. PUNCHEON
5103 Pulaski Ave.
Germantown, Pa.



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The Journal of the Association of Collegiate Alumnae



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The Journal of the Association of Collegiate Alumnae

VOLUME VII—No. 3

APRIL 1914

THE PANAMA-PACIFIC EXPOSITION

MAY TREAT MORRISON

Day by day, by means of the skill that lies in the architect's pencil, by means of the vision made real in the clay of the sculptor and in the brush of the artist; day by day, by means of the hammer and saw and spade in the hands of the skilled laborer, there is rising skyward in San Francisco an enchanted city more lovely than the cities built by genii in the *Tales of a Thousand and One Nights*.

In older times and older lands, when a king won a great victory, triumphal arches were erected in his honor; when princely houses were united in marriage, rejoicing filled whole cities. At this moment, in this new day, in this new land, triumphal arches are in course of erection to commemorate the victory of a new king, not the monarch of a nation, but the king of our new civilization, "Science, the Ruler," mighty and all-powerful. Beside a serene and sunlit sea may be heard rejoicings that are daily swelling in volume until they shall become in a few months a paean of triumph and thanksgiving. Although they celebrate a wedding festival, it is not the wedding of two great monarchs, but the wedding of two mighty oceans; an event the solemnizing of which will be attended by representatives, not of a single city, nor a single state, nor a single nation, but by representatives of all the proudest kingdoms of the earth—for the union of the Atlantic and Pacific, by means of the Canal, has established kinship between Europe, Asia, and the Americas.

The Panama-Pacific Exposition will be unlike the other expositions held in Philadelphia, Chicago, and St. Louis in so far as it will be contemporaneous rather than historical. It will give precedence to those exhibits which have been selected as belonging to the present rather than to the past. With a wide outlook into the future, it will present all phases of work undertaken for human betterment. It will especially emphasize the glory of the great modern event it celebrates—"the final victory in man's most gigantic battle with Nature." In the linking of the Atlantic with the Pacific Ocean, a waterway has been successfully constructed, although it was first necessary that its troubled progress

should pierce the depths of the jungle, should follow the swollen waters of tropical streams, should hesitate before the sliding materials of its own embankments, and should almost fail when miasma and pestilence fell upon the rugged human workers. May this Exposition assist in immortalizing the names of Goethals, the builder, and Gorgas, the doctor.

Physically, San Francisco is ideally situated to carry out the idea of a dream city within a city. The Exposition, more compact and more dignified in design than any previous exposition, towers skyward on 635 acres of ground which skirt the Bay at the northern extremity of the city of San Francisco. To the immediate west of the Exposition is the Golden Gate, beyond whose cliff-portals gleams the shimmering expanse of the great Pacific; to the east is the unsurpassed Bay of San Francisco, in 1915 to be the anchorage waters for a world's fleet; to the north, directly across the Bay, the hills of Marin County, emerald in spring, russet, tawny yellow, and soft brown in summer and autumn, rise abruptly from the water line and stretch away northward until they are lost in the distance; above the Marin hills, Mt. Tamalpais, half veiled in purple mists, asserts his dominance; to the south, the city, semicircular, hill above hill, like a huge Greek theater, which Nature had especially designed to afford a suitable place for visitors from every land to view the world-spectacle below.

It was here in San Francisco, the city of vicissitudes, reborn since 1906, that the first step was taken toward the realization of the Panama-Pacific Exposition. At a mass meeting of the citizens, held in San Francisco on April 11, 1910, the sum of \$4,000,000 was raised by popular subscription, which amount was increased later to \$7,500,000. The city charter was amended and the citizens of San Francisco voted a bond issue of \$5,000,000. The people of California amended the constitution of the state, as an enabling act, and voted upon themselves a tax levy of \$5,000,000. By act of the state legislature, the counties of the state were authorized to levy a tax not to exceed six mills on the dollar, from which an approximate revenue of \$3,000,000 will be realized. In this manner a sum of about \$20,000,000 has been raised, entirely by the citizens of California, to enable them to perform the duty intrusted to them by the nation—the duty of properly celebrating one of the world's greatest events, the completion of the Panama Canal. And this money—this gold for which California has always been famous—is being transformed into the palaces and courts, the fountains and the towers, the pavilions and esplanade, that are to make up the great Exposition.

The marine position of the Exposition is a feature of the utmost importance. The waters of the ocean and the bay meet in front of the

Exposition grounds. To the romance and beauty of the Exposition, the ocean adds a beauty and a romance of its own; the beauty of a boundless stretch of blue water sparkling in the sunshine; the romance of a mighty sea that touches the shores of half the world. The shining waters which touch the Fair Grounds immediately in front of the buildings, the façades of which form a line a mile in length, allow unique and interesting features of entertainment. It is here that the World's Regatta will be held; it is here that the water sportsman of the Old World will vie with the Yankee skipper in his Yankee craft; it is here that the international Naval Pageant, which will be one of the most spectacular events of the Exposition, may be viewed. When the Secretary of the Navy carries out his intention of sending the Atlantic fleet through the Panama Canal, the fleet, after sailing through the Golden Gate, will pass in review in front of the Fair Grounds. The war ships of England, France, Germany, Italy, and other foreign powers will anchor outside the grounds. There is a decided utilitarian advantage in the proximity of the Exposition to a world-waterway; for thereby exhibits from all parts of the earth can be landed in perfect condition at the very gates of the Exposition.

Once within the enchanted city, the eye of the visitor will wander from one to the other of the eleven stately exhibit palaces dedicated to fine arts, education, social economy, liberal arts, food products, agriculture, mines and metallurgy, machinery, transportation, manufactures, and varied industries. The gigantic Palace of Machinery, 968 feet long, will rank first in size.

Although the buildings are more closely grouped together than in any former exposition, the architectural harmony has not been interfered with. A careful study has been made of the exterior harmony of the Exposition, which is here more necessary than in any exposition in the past, for the Panama-Pacific Exposition is the first so situated as to be looked down upon from above. A bird's-eye view of the whole will be obtained from San Francisco's many hills, which rise above the Exposition grounds. The group of buildings must stand the strain of such inspection. Not only will they be viewed from above, but they will also be viewed from the Bay. When seen from across the water, or from the hilltops, the group of buildings will appear as a perfect architectural unit.

From an architectural standpoint, the dominating feature of all the buildings will be the great Tower of Jewels, which will rise 433 feet into the air at the entrance of the Court of the Universe. The Tower of Jewels will be unique in its charm. Around its top have been suspended 50,000 jewels, separately hung and so delicately adjusted that they

tremble at the slightest touch. These jewels are made of very hard glass, and, like real gems, have been cut in facets by the diamond-cutters of Austria. At night powerful projectors with sliding colored screens will throw colored lights upon these jewels. Forty or more searchlights anchored in the Bay at night will flash over the buildings and cause the jewels in the tower and in the outlines of the palaces to twinkle, to quiver, and to sparkle. It is difficult to imagine, more difficult to describe, anything more strange and magical than this quivering, sparkling tower of colored lights; they suggest the flashing of shooting stars; they resemble the prismatic colors that the sun calls forth from the heart of a dewdrop and that the sun paints upon the sky in the form of a rainbow.

The colored Tower of Jewels is a fitting symbol of the Exposition it rises above, for the buildings themselves are to be made beautiful with warm, living color. No group of buildings in the Dream City beside the blue ocean, under the azure sky and in the golden air of California, could be complete without glowing color. The exposition group at Chicago was aptly named the White City, and it has been suggested that the Panama-Pacific group be named the Rainbow City. The building materials of the palaces will simulate travertine marble. Where it is necessary they are to be outlined in the same jewels that are used in the Tower of Jewels. At all times of the day the Exposition will be a wonderful symphony of color—under the direct gaze of the noonday sun its bright and harmonious colors, which would have delighted the artistic soul of a Paul Veronese, will show in full splendor; under the soft, purple-black dusk of a California night it will become an enchanted city. The thousands of lights on the magic Tower of Jewels, rising straight up into the velvet night, will flash into brilliant colors. The pinnacled outlines of the eleven great palaces will spring out of darkness into jeweled bands of colored light, gold and garnet, emerald and sapphire. The fountains will gush up softly white and fall in showers of varicolored light. In the mellow radiance of the indirect lighting the millions of flowers in the gardens will glow in their natural colors. From the Bay, great flashes of light passing through changing colored screens will cross the heavens.

All this marvel of color and light was made possible by the working-out of a system of indirect electric flood lighting which will now be put into use for the first time. This scheme includes a unique lighting effect for the Palace of Horticulture which will make its great crystal dome glow with a soft-toned iridescence.

The courts of the enchanted city are in themselves features of great beauty. Passing through the great arch of the Tower of Jewels, the

visitor enters the cool, green depths of the Court of the Universe. This, the largest and most centrally located of the courts, contains a sunken garden capable of seating 3,000 persons. On the right of the court is a high triumphal arch leading into another principal court, the orientally decorated Court of Abundance. The triumphal arch is crowned by a group of statuary—"The Nations of the East." On the left of the Court is a sister-arch leading into the Greco-Roman "Court of the Four Seasons." This triumphal arch is surmounted by a group of statuary—"The Nations of the West." It is around these three great courts that the main exhibit palaces are grouped. Wide, tree-bordered avenues lead from the principal courts to two minor courts: first, the fragrant and delicately tinted Court of Flowers; and secondly, the tropical Court of Palms.

One of the features of the Exposition that will remain to beautify San Francisco after the Exposition itself has passed away is the Marina, a three-hundred-foot-wide esplanade which stretches for over a mile along the water front separating the Bay from the front of the Exposition buildings.

Every exposition must have its lighter side, its "place of play," where the visitor, after growing weary of intently viewing the exhibits in the palaces, may be refreshed by diversion. The main amusement street of the Panama-Pacific Exposition will be 3,000 feet in length and will run through the center of the concession district. This district will be assigned an area of sixty-five acres on the eastern side of the Exposition site. It will be open from 9:30 A.M. until 11 P.M. The amusements and concessions which have been permitted in this Place of Play have been selected from over 6,000 applications, and for originality, interest, and "thrill" will surpass anything ever seen before in this country or in Europe. No concession in any way doubtful in moral value can gain admission to the grounds. In this decision the Woman's Board of the Panama-Pacific Exposition has stood firm.

The mention of the Woman's Board immediately calls attention to the position occupied by women in relation to the Exposition. Nothing illustrates better than the expositions the progress which has been made by women in the last half-century. At the Centennial in Philadelphia, women were permitted representation by means of their needle-work and hand painting. In Chicago, a splendid Woman's Building became one of the prominent features of the exposition. The history of that exposition shows, however, that the Woman's Board in Chicago had to battle for recognition at nearly every step of the way. Even the exhibits made by women were not judged in the same way as the exhibits made by men; the successful women exhibitors were honored merely by a "diploma of honor."

Only ten years later, the St. Louis Exposition showed the most remarkable progress ever made in advancing the position of women in any one decade of the world's history. In this exposition, women qualified as exhibitors under exactly the same conditions as men. The work of both men and women was judged impartially. Women entered the contests for the erecting of the buildings and were assigned places on the juries of awards. No separate Woman's Building was erected, but a suitable place was provided for "entertaining" the many distinguished guests who came as visitors from all parts of the world. In St. Louis this important feature of exposition life was referred to the management of the women, in order that careful and exact attention should be given to all the complex details attending suitable and fitting entertainment.

The interval which has elapsed between the St. Louis Exposition and the Panama-Pacific Exposition again marks a wonderful advance in the position of women. In the year 1915 woman's participation in the administration of the Exposition is to be entirely upon the basis of equality and co-operation. It is the intention of the directors of the Panama-Pacific Exposition "to avail themselves of the services of women wherever their experience, discretion, and judgment will have a distinct value." The Woman's Board voted unanimously to undertake the task of raising a sum of money sufficient for the furnishing and maintenance of the California Host Building. California, an equal-suffrage state, has offered her daughters equality in the administration of the Exposition.

It is impossible in the limits of one brief article to convey an adequate idea of what the Exposition really is. The majority of the exhibit palaces are nearly completed; they are in a state of preparedness that has never been attained before by any exposition at so early a date. When the Exposition stands completed it will represent a total expenditure of \$50,000,000 for construction of buildings and installation of exhibits. More than fifty noted sculptors are now working on the grounds, modeling figures to adorn the buildings and colonnades. A fleet of thirty vessels is engaged in bringing lumber from the north to be used in the work of construction.

Two hundred and nineteen associations, societies, and organizations have signified their intention of holding their conventions in San Francisco in 1915. The Association of Collegiate Alumnae is included in the long list. Only a few months after the Ann Arbor convention had passed into history, in the year 1912, the California Branch began its work of preparation for the reception and entertainment of members of the Association of Collegiate Alumnae visiting San Francisco in 1915. The California Branch quickly placed with the Exposition authorities its application for assembly and committee rooms suitable for the Great

Biennial. This application was quickly and generously granted. Over a year ago, without delay, the California Branch appointed a Local Committee of Fifty, which immediately began its work. Ever since that time there have been in preparation plans for making the Biennial of 1915 the most interesting and most attractive convention that has ever been recorded in the history of the Association. Not only have the Exposition authorities unhesitatingly complied with all requests, but they have graciously set apart the last day of Convention Week as a special day which shall be known as Collegiate Alumnae Day. It will certainly become the desire of all the branches of the Association to observe this day with appropriate ceremonies.

In some enchanted court of the enchanted city, possibly in the Grecian Court, beneath a sky of Grecian blue, the members of the Association of Collegiate Alumnae will pass in procession, as did the Greeks of old when they reverently brought their offerings to the shrine of Minerva—the goddess of Wisdom. In case the graduates and undergraduates of the two great universities situated in close proximity to San Francisco are included in its numbers, the pageant will take on impressive proportions.

In May, 1914, the chairman of the Pageant Committee has decided to lead her hosts, in rehearsal, through the winding paths of a wooded hill slope, which looks upon the beauty of Mt. Tamalpais. The rehearsal will take place in the same spot where, on a glorious spring day just one year ago, nineteen Shakespearean groups moved in brilliant procession beneath the oaks, the madrones, and the laurels of a hillside in Marin County, California. Just as children at Christmas are bidden to await patiently the surprises of a full-lighted Christmas tree, so the effectiveness of all the surprises for Convention Week must not be lessened by any betrayal, on the part of the writer, of the plans and hopes for the Biennial of 1915. The California Branch extends to you all the hand of welcome. In the warmth of the handclasp you will feel the genuineness of the welcome.

It is the earnest desire of the California Branch that the Association of Collegiate Alumnae, in addition to holding its convention in San Francisco in 1915, shall assemble and direct an Education Exhibit at the Panama-Pacific Exposition.¹ Such an exhibit, in order to succeed, must be graphic, illuminating, complete, and far removed from the commonplace. It will cost heavily in time, energy, and money. There can be little doubt that the Association of Collegiate Alumnae, with its able branches and active membership, will stand ready to pay the toll demanded in time and energy, in order that success may crown the

¹ The president of the Association was empowered at the Philadelphia meeting to appoint a committee for this purpose.—Ed.

undertaking. The Association of Collegiate Alumnae, with its membership of over 5,000 college graduates, including some of the ablest educators of this country—college presidents, members of governing boards, trustees, and deans of colleges—is effectively organized successfully to carry out this definite plan for “practical educational work.” Without doubt, the fifty-three branches, upon call, will volunteer their services in gathering and selecting local materials of value from the different sections of our country in which the branches are located.

In October, 1913, the task of taking up with eastern members of the Association the subject of an Education Exhibit was assigned to the writer of this article.

Letters, twenty-nine in number, make an interesting exhibit in showing the evolution of the idea of an Education Exhibit. At first, responses were slow and rather indifferent, but as the cause gained momentum in its progress, sympathy for the cause developed, interest awakened, and enthusiasm resulted. The following is the status of the question at present:

Dr. P. P. Claxton, the United States Commissioner of Education, in a gracious letter, accepts for the United States Bureau of Education the co-operation of the Association of Collegiate Alumnae along the lines of secondary- and high-school education. Miss Julia Lathrop, an honored member of this Association, and chief of the Children’s Bureau at Washington, accepts for the Children’s Bureau the co-operation of the Association of Collegiate Alumnae along the lines of child welfare. Both acceptances are based on the condition that the Association of Collegiate Alumnae shall raise a stipulated sum of money to help defray the expenses of collecting materials and installing exhibits. Mr. E. G. Routzahn, of the Department of Surveys and Exhibits of the Russell Sage Foundation, says in his last letter: “If you finally decide upon a special type of exhibit we will endeavor to co-operate in outlining plans, and to some extent, at least, may be able to serve you in gathering material and planning for installation and administration.”

It would be a great disappointment to the writer of this article should the Association, having now reached the “Promised Land,” fail to enter. The enthusiasm of the writer has increased with the progress of the correspondence. She cannot refrain from constantly asking herself the questions that she now asks the Association: “Will not the assembling of an Education Exhibit in co-operation with a department of our own government prove of the utmost value to the Association itself? Is the opportunity not at hand for the Association of Collegiate Alumnae to prove to the world the dignity of its work, and to make manifest its persistent determination to maintain only the highest standards of education?”

THE INDIVIDUAL RESPONSIBILITY OF COLLEGE WOMEN¹

HARRY BURNS HUTCHINS
President of the University of Michigan

I have been asked by your committee to prepare a paper for this occasion upon the individual responsibility of college women. All responsibility in the final analysis is personal, individual, and any attempt to discuss the responsibility of college women as individuals must logically result in a consideration of what the attitude of the college-trained woman should be toward the various activities of life with which she naturally comes in contact. It must be quite apparent that civic and social responsibilities, so far as they rest upon college women, become their individual burdens; from the point of view of the person they should be regarded as individual.

The college woman is a modern product. Her responsibility, whatever its nature and extent, has come very largely from radical changes of recent date, changes that have affected in a greater or less degree the responsibility of American women generally.

Until within a comparatively recent time, owing both to law and to custom, the sphere of activity for woman was confined within narrow limits. If married, she was subject to the burden of heavy disabilities imposed by the common law. It is practically correct to say that she was dominated in regard to her property and her property interests by her husband, dominated because the law contemplated that she should be. Whatever the married woman had could be appropriated by the husband, absolutely if it was personalty, and during their joint lives, if it was realty. Moreover, if, during the marriage, a child was born alive capable of inheriting, the husband's right to the wife's realty continued during his life. Before the common law the wife was really non-existent as a person, so far as individual rights and property interests were concerned, and could speak only through her husband. While in the light of modern changes and experiences her former condition seems to have been well-nigh intolerable, it should be remembered that her place before the law was the logical result of the feeling of the times in regard to the protection that should be thrown about the married woman and of the attitude of the law toward the status of husband and wife. The law regarded them as one and the husband as both the protector and the representative of the wife. We should not forget, moreover, that the advantage was not all on the side of the husband, for under the common law, in addition to his ordinary obligations as husband, he was liable for

¹An address delivered before the Association of Collegiate Alumnae at the Ann Arbor meeting.

the debts of the wife contracted before marriage; he was liable, also, for the torts of the wife, and in his real property she had a dower interest of which she could not be deprived by any act of his, without her consent.

Although the disabilities of married women under the common law did not extend to those who were unmarried, yet the latter were by no means free to plan and execute for themselves. They were bound by the decrees of custom which were little less formidable in the way of circumscribing and limiting independent and progressive action than were the judgments of common-law courts. A single woman might own her property and, so far as the law was concerned, invest and manage it as she saw fit, yet the attitude of the public was distinctly hostile if she attempted to enter the industrial or business fields. On every side the frowning wall of conservatism and prejudice confined her within the narrow boundaries that the centuries had fixed as the proper and only field of activity for women.

It is difficult for us at the present time to appreciate fully the extent and the intensity of the feeling that existed, even within the memory of persons still living, against any movement that had in view the changing of the status of women or the conferring upon them of new rights and privileges. The opposition was not confined to contemplated changes in the law governing the property rights of married women or to movements in favor of broadening the sphere of activity of women generally; it embraced, also, movements in favor of establishing higher institutions of learning for women and other movements in favor of making those already established coeducational. The record of the timidity and hesitancy of those who really believed in greater educational facilities for women, and of the bitterness of those who did not, forms an interesting chapter in the history of education in the United States. By way of illustration, I quote from a recent article upon "Seventy-five Years of Higher Education for Women," by Marion Florence Lansing. "As late as 1853," she says, "a company of gentlemen from different states, meeting to compare notes on girls' schools, lamented that the very mention of a collegiate course was treated as absurd. They themselves, radicals though they were, shrank from calling the advanced institutions which they were advocating 'colleges,' feeling that such a term would be 'inappropriate.'" In 1835, says the same article, it was a debated point of etiquette whether Mary Lyon, the founder of Mount Holyoke, "with two other ladies to support her, might sit down in formal committee meeting with her own men trustees." The question of admitting women to the University of Michigan first assumed such proportions that the Regents were obliged to take notice of it in 1858. The report of a committee of the Board of Regents, appointed during that year, indicated a divided committee upon the subject and also that there was much and

bitter opposition both within and without the state to coeducation and some to the higher education of women in any form. The report, also, disclosed the fact that even the friends of coeducation used most guarded language in answering letters of inquiry from the committee. However, the agitation continued and in 1870 the doors of the institution were thrown open to women by a resolution that does not mention them and that by its peculiar wording seems to indicate a feeling of uncertainty and hesitation in the Board. It is as follows:

Resolved, that the Board of Regents recognize the right of every resident of Michigan to the enjoyment of the privileges afforded by the University and that no rule exists in any of the University statutes for the exclusion of any person from the University who possesses the requisite literary and moral qualifications.

But notwithstanding the peculiar and rather blind and evasive wording of the resolution, it served the purpose of the friends of coeducation. Since its passage, the right of properly prepared women, whether residents of Michigan or of some other state or of a foreign country, to enjoy the privileges of the university, has never been questioned.

I need not say to you that the conditions that I have attempted briefly to describe have been to a large degree changed. From practically every point of view the woman of today is in a different environment from that of the woman of the beginning of the nineteenth century. She has rights and privileges and opportunities that then were but a dream. The high and strong and formidable barriers of conservatism and prejudice and unreason that formerly, under the guise of protection, surrounded her have by persistent effort been battered down. The light of the modern day has been let in. Excepting in a very few states, so far as the laws governing her status and property rights are concerned, the married woman of the twentieth century is, all things considered, quite as favorably situated as is her husband. While the laws that have been enacted with a view to her emancipation are by no means uniform, yet, taken as a whole, they proclaim the wife's freedom in no uncertain terms.

And in the midst of all this change, the field of activity for women generally, and particularly for unmarried women, has been greatly extended. Public sentiment in regard to what it is proper for a woman to do has so changed that she is free today to enter upon practically any career for which she is physically fit and mentally equipped. I need not say to this audience that she has demonstrated her ability to make good in activities that fifty years ago were closed to her, sometimes by law but quite as frequently by the attitude of the public, and that in the everyday work of the world of today women are bearing burdens and successfully meeting responsibilities that under the old régime were borne and met only by men.

That women should enjoy educational privileges equal to those provided for men is no longer a question. There are still differences of opinion as to what should constitute a higher curriculum for women and as to the wisdom of coeducation as developed so generally in the great state universities, but that in some form women should have equal educational opportunities with men is now rarely questioned. Hesitation and timidity are things of the past. Boards of trustees when planning for higher training of women do not today think it necessary to conceal, either by language or in any other way, the real end in view. If their purpose be to found a college for women, fully equipped and equal in every respect to colleges founded and conducted for men, they say so. Indeed, at the present time, it is not infrequently the fact that they mislead by overstatement.

That the women of today are taking advantage of the educational opportunities offered to them, particularly of those of the higher order, is abundantly shown by educational statistics. It appears that over one-third of all the college students in the United States are women and that the number is constantly on the increase. It is significant that in 1910 44 per cent of the 12,590 Bachelor of Arts degrees that were conferred in the United States went to women. There is another fact that may well be stated in this connection—it stands out prominently in the history of the people of the United States during the past seventy-five years—namely, that the emancipation of women, both from the restraints of the law and from the restraints of public opinion, has progressed and the field of her activity broadened step by step with the enlarging of opportunities for education, particularly for education of the higher order.

That which has been presented thus far in this paper has been essentially by way of introduction and as a groundwork or basis for the suggestions and conclusions that follow. It has seemed to me to be desirable for the purpose of bringing out clearly the status and opportunities of the women of today, and particularly of the college women of today, that a comparison of former with present conditions should be made and that we should get clearly in mind the tendencies of the present in regard to what is the proper extent of the field of activity for women. While the extent of one's responsibility may in some cases be determined by circumstances that impose a duty to seek to create a new environment and new and larger opportunities, yet for the vast majority of men and women, under ordinary circumstances, the nature and extent of their responsibility must be measured by present conditions and opportunities. For the majority, the full measure of responsibility is discharged if they take advantage of present opportunities.

Measured by the standard suggested, the responsibility today of the women of this country generally, whether college-bred or not, both as

applied to the individual and as applied to the mass, is vastly greater than that of the women of the first third of the last century. The difference is a difference that must always exist between a state that is essentially dependent and a state that is essentially independent. Women cannot expect, and the women of today I am sure do not expect, to own, control, and manage property without assuming the attendant responsibilities. If they engage in business, as they may, they must expect business responsibilities and they must expect to bear them as men bear them. If they enter the professions, as they may, they must expect to assume, as men do, professional burdens. If they take part in social, economic, or political movements, as they may, they should do so intelligently and prepared to assume their full share of responsibility. In a word, in so far as the woman of today takes advantage of the extended opportunities that have been given her, both by changes in the law and by changes in public opinion, to the same extent must she add to the burden of her natural and ordinary responsibility. And, further, if the future has in store for her the complete political enfranchisement for which so many are striving, she must not forget that with her new privileges will come new duties and grave responsibilities.

But these are general truths; they apply to all intelligent and progressive women and not simply to those who have had the advantage of a university or college training. There are points of view, however, that are of special significance as applied to the latter class.

And, first, I beg to suggest that the college woman will always, as a rule, be held by the public to a higher degree of general responsibility than will the woman of more limited training. The reason is apparent and is not infrequently disclosed in statements like the following: Presumably having had the better equipment in the way of preparation for life, she should reach a higher standard of general effectiveness. She enters upon the work of the world with a trained mind and an informed judgment and, for this reason, should be held to a stricter accountability for results than is her less fortunate sister. Because of her training and opportunities, her notions of duty and service should be of the highest order; she should do things out of the ordinary; she should be a constructive worker for the general good; she should make her experience and influence so broad and so comprehensive that she touches and helps to mold life under varying conditions. All this the public expects. And the public has the right to expect that the college woman should accomplish more both in her chosen field and for the general good than the untrained woman. Not that she always does. Not that the college woman always profits by the advantages that she has enjoyed. Far from it. She too often falls short of reaching the standard imposed. And then, too, experience and natural aptitude and enthusiasm not

infrequently more than compensate for collegiate training; and so we find women going to the front whose training for the work of life has been most meager. College women cannot be set aside as a class of workers who alone are doing things of a high order. To attempt this would be indefensible. There is, however, a general standard of effectiveness that the public naturally fixes for them. This I have attempted to show, and to make clear the high degree of general responsibility that this standard imposes.

As already suggested, under present conditions practically all of the activities of life for which they are physically adapted and adequately prepared are open to women. On every side the woman worker is in evidence—in education, in the industries, in business, in the public service, and in the professions. Moreover, she is taking a large part in the carrying-out of the charitable work of the country and in the organized work for the uplifting and betterment of the masses. Nor is it in matters of routine simply or in merely clerical work that these changes have taken place. Not infrequently in business or professional or public work that requires the exercise of initiative and of independent judgment, the directing responsibility rests with women. This is especially true in the field of education. And not infrequently in these and other spheres of activity, women give evidence of constructive ability of a high order. Furthermore, one is undoubtedly safe in predicting that the future has in store for women, and particularly for women whose training and natural ability are such as to fit them for leadership, larger and more commanding opportunities than anything the present has to offer. You will agree with me, I am sure, when I say that these changed conditions have an important bearing upon the responsibility of women generally and particularly upon the responsibility of college women. They raise questions of grave importance that must be solved largely through the attitude and influence of the women themselves. And in the solution of these questions the college women should take a prominent part. I cannot upon this occasion do more than refer briefly to a few facts that are, in my judgment, significant in this connection and should, therefore, be fully understood and appreciated by women workers in the new fields that have been opened to them. And I beg to challenge attention first to this, that a heavier load of responsibility must always come with keen competition and especially with competition that must be met in connection with, and as a part of, new adjustments. The woman who undertakes work in fields that formerly were open only to men has before her first a serious problem of adjustment. She has to meet and overcome any natural prejudice that may exist against a woman doing a man's work; she has to fit herself into a new environment for which, perhaps, she

is not by nature adapted. And then, even while this process of adjustment is going on, she must, if she is to succeed, bring her service to such a point of excellence that it not only reaches a general standard but compares so favorably with the service of the same kind rendered by men that she is able to compete with men. She cannot expect to conquer the situation and gain for herself permanent recognition and the advancement that experience should bring, upon the basis of inferior or even ordinarily good service. If she wins a permanent place in the fields that are open to her, it will be because her work entitles her to win. If she secures recognition equal to that accorded to men, both in the character of the work intrusted to her and in the compensation paid, it will be because she has compelled recognition through the excellency of the service she has rendered. I firmly believe that this recognition will come. It is bound to come. There is no argument for discrimination as between men and women where the services rendered are equally meritorious. But while I believe that full and equal recognition will eventually be accorded, I am equally clear that it will not come without effort—effort in raising the standard of preparation and efficiency in women workers, effort in making the people generally realize the injustice of present discriminations. And in this movement the college women are the logical leaders, for they are not only largely interested personally, but through their training and sympathies and enthusiasm they are well fitted to be the directors of the movement.

But the future has in store for American women other problems than those arising out of questions connected with service and compensation. If they are to enjoy all of the rights of citizenship, including the right to vote and to hold office—and the signs of the times certainly indicate that they are—they must be prepared to bear the burdens of full citizenship; they must be prepared to perform their public duties intelligently and fearlessly. If the ballot in the hands of women is to change present conditions for the better, the women must become not only students of public affairs but discriminating and independent voters. They must take the time and the trouble to inform themselves, they must have convictions, and they must have also what is equally important, the courage of their convictions. Simply adding to the present vote, including the part that represents gross ignorance and indifference and blind prejudice, to say nothing of fraud and corruption, will serve only to make the problem of purifying politics and uplifting the public service generally a more difficult one. If women with the ballot are to do anything worth while in the struggle for better things, they must study conditions and proposed remedies, make up their minds deliberately upon questions submitted for decision, help one another to reach correct conclusions, and then vote fearlessly for what they believe to be right. They must be

constructive workers, not blind followers. And withal they must be judicial in their attitude, self-contained, not easily moved to action by the enthusiasm of the moment, discreet, discerning, sagacious, and above all things wise in seeking and following advice. The independent and fearless woman voter will be a power for good in the land, if she is at the same time an intelligent voter. The situation even now is one that suggests the necessity of a general campaign of education among the prospective women voters of the country, not a campaign for a limited time, but a continuous one. And in a general movement of this sort, which, if I mistake not, is sure to come, and that too in the not distant future, the college woman should be an active and willing worker. Prepared as she is supposed to be for the study of problems that the women must take part in deciding, she will naturally be called upon for public service and leadership. As individuals and as a class the college women of the country must certainly bear a large part of the responsibility that will come with the new order of things. The situation calls for individual effort and general co-operation. Each must bear the individual responsibility that full citizenship implies and, in addition, the individual responsibility that comes from the fact that her training has been such that she can help in the great work of informing others and thus in the great work of securing the intelligent and independent use on the part of women of the elective franchise.

And all this is in accordance with the doctrine in which I firmly believe, that the college graduate, whether man or woman, owes a duty to the public which can be discharged only by voluntary and conscientious public service of some sort. To find the time for such service, without neglecting private duties, is not difficult, if one's life is planned with such service in view. It seems to me that every university or college graduate, whether man or woman, ought to be large enough and public-spirited enough and patriotic enough to help in some way in the ever-present work of improving public conditions and uplifting humanity and that, too, without any expectation of pecuniary reward or personal advancement. Some, of course, are specially fitted for work of this kind and make it their life-calling. To these I do not refer. They should be adequately compensated. I refer to the graduate whose ordinary duties are not connected with public interests. This person, I say, whether man or woman, owes a duty to the public, and this duty can be discharged only by public service. The obligation is imposed by virtue of what the public so generously does in the way of public support for the higher education of both men and women. The duty is perhaps more distinctly apparent where the benefaction comes directly from the public as in the case of one who has been educated in a state university, but

there is a duty in this regard, nevertheless, where one has been trained in the privately endowed institutions. For, in a large way, all the higher institutions of learning in the land, whether tax-supported or privately endowed, are founded and conducted for the public good. The uplift of the people generally through the influence of the higher training, the direct influence and the indirect influence, this, I believe, is the real motive that stimulates the generous support, both from public and from private sources, that higher education receives today.

The treatment of my subject would be incomplete were I to neglect to supplement what I have had to say in regard to the duty of public service on the part of the college woman by at least a brief consideration of her duty and responsibility in connection with the home. And first I beg to suggest that the great field for effective work and molding influence by women, whether college-trained or not, is the home. The home is the good woman's empire; there she has duties and responsibilities that cannot properly be delegated. Once she has taken upon herself these duties and responsibilities, no call to public service is so imperative that she is justified in abandoning her trust or neglecting those for whom she is by nature and by law so largely responsible. But neither abandonment nor neglect of home by women and particularly by college women is necessary in order that they may take an intelligent part in public affairs. Men take part in such affairs without abandoning or neglecting business. May not women do so without abandoning or neglecting the home? Under ordinary circumstances they certainly can by an intelligent regulation of their lives and duties. This is particularly the case, I am sure, with college women. If a college training is what it is claimed to be, it should fit one for the duties of life. I firmly believe that it does. That this is now the general opinion is evidenced by the fact that college-trained people are in demand in almost every line of activity. There is a reason behind all this. The college-trained person, although deficient perhaps at first in affairs that are purely practical, has learned to think, to master problems accurately and quickly, to accomplish results. The college-trained woman at the head of a home can, I am sure, under ordinary circumstances, be so masterful in the planning of her life and of the work and duties imposed upon her that, without neglecting those things that are of immediate and paramount importance in the field where her chief duty lies, she can be a distinct influence in the solution of the important public questions that women must have a part in deciding, and particularly in helping to fit women generally for the grave responsibilities that the future has in store for them.

THE VOCATION OF DIETITIAN¹

ALICE FRIEND MITCHELL

The vocation of dietitian presents itself as a large field. Much material has been written on the subject of dietetics, but in order to get the practical side of the vocation as it exists today I have communicated with fifteen well-known men and women connected with this line of work. The following information is a compilation of that material.

We consider first the nature and scope of the occupation. There appear to be three distinct fields for work along the line of dietetics: in connection with philanthropic societies; in connection with institutions; in connection with business enterprises.

The work in connection with philanthropic societies is comparatively new, but is finding much favor as a practical means for social service. The worker is called by various names in different localities: visiting dietitian, domestic educator, visiting housekeeper, domestic science visitor, domestic rehabilitator, or visiting home economist. The titles in themselves indicate the nature of the work. The visiting dietitian goes into the homes of the poor, enlists the interest of the housewife, instructs her in matters of cleanliness, cooking, and sewing, shows her how to buy economically, and helps her arrange well-balanced menus. In cases of sickness in the family she assists and instructs how to prepare suitable kinds of food for the patient. When a family has once been "put on its feet," she goes on to another case, but continues to visit the first family perhaps once a week to watch progress. Often the dietitian forms cooking classes for groups of mothers to meet once a week and often she may give talks on household problems to groups of mothers at some school building or church.

The duties of the dietitian in connection with institutions such as hospitals, schools, college dormitories vary according to the situation, but generally include oversight of the catering, buying of food supplies and household necessities, care of the building, and the oversight and hiring of the servants.

In connection with business enterprises there are positions in hotels, tearooms, lunchrooms, and catering establishments. In small hotels it is generally a working housekeeper who is wanted, who must supervise the servants and plan and do some of the actual work herself. In larger hotels the dietitian is freed from the actual manual labor and spends her time in planning and directing the work of the servants. In ultra-fashionable hotels, social duties are often included.

¹A report presented to the Rhode Island Branch of the Collegiate Alumnae.

In lunchrooms, tearooms, and restaurants there are two positions for the trained dietitian: as superintendent, having charge of the buying, supervising the cooking and service, and arranging menus; or as general assistant to the superintendent.

Two new lines of work in catering have recently been opened up which make a place for the trained dietitian. One branch is known as "private catering," where the dietitian goes into the home and takes complete charge of any social function, plans menus and decorations, and supervises the service and the preparation of the food. In the other branch of catering, the dietitian, who is called a "visiting housekeeper," spends a few hours each day in different households planning the menus for the day and supervising the work of the servants in caring for the house.

The next important point to consider is what qualities and training are required for this vocation. For the visiting dietitian it is advisable to have a woman not under twenty-five years of age. The qualities I enumerate as follows: tact, knowledge of human nature, breadth of view, imagination, physical strength, sympathy, the desire to help rather than to earn a large salary, determination not to be discouraged. In business enterprises: tact, executive ability, business ability.

In regard to the special training for dietetic work one year at least should be given to general courses. At Simmons College such a one-year course is given and at the Mechanics Institute in Rochester such a course covers two years. The age requirement for training is not under twenty-five or over forty. The courses which are deemed advisable for a general preparation are: the sciences of chemistry, physics, biology and bacteriology, physiology and physiological chemistry, sociology; housekeeping and laundry work; cooking and foods, including special cooking for invalids; study of education and pedagogy.

In addition to these general courses, special courses are advisable, depending upon the character of the position which the candidate wishes to fill. For that of visiting dietitian there should be special study in food values, the preparation, combinations, buying and cost, and an understanding of foreign food; also some study in social problems, nursing, and a knowledge of foreign languages—if expecting to work among immigrants; for positions in institutions, there should be special study in marketing and accounting; in preparation for business enterprises a special course is given at Mechanics Institute, Rochester, which comprises one year and is called "Lunch-Room Management." Experience and the opportunity to practice principles under direction is strongly urged as an important factor in properly equipping a girl for dietetic work.

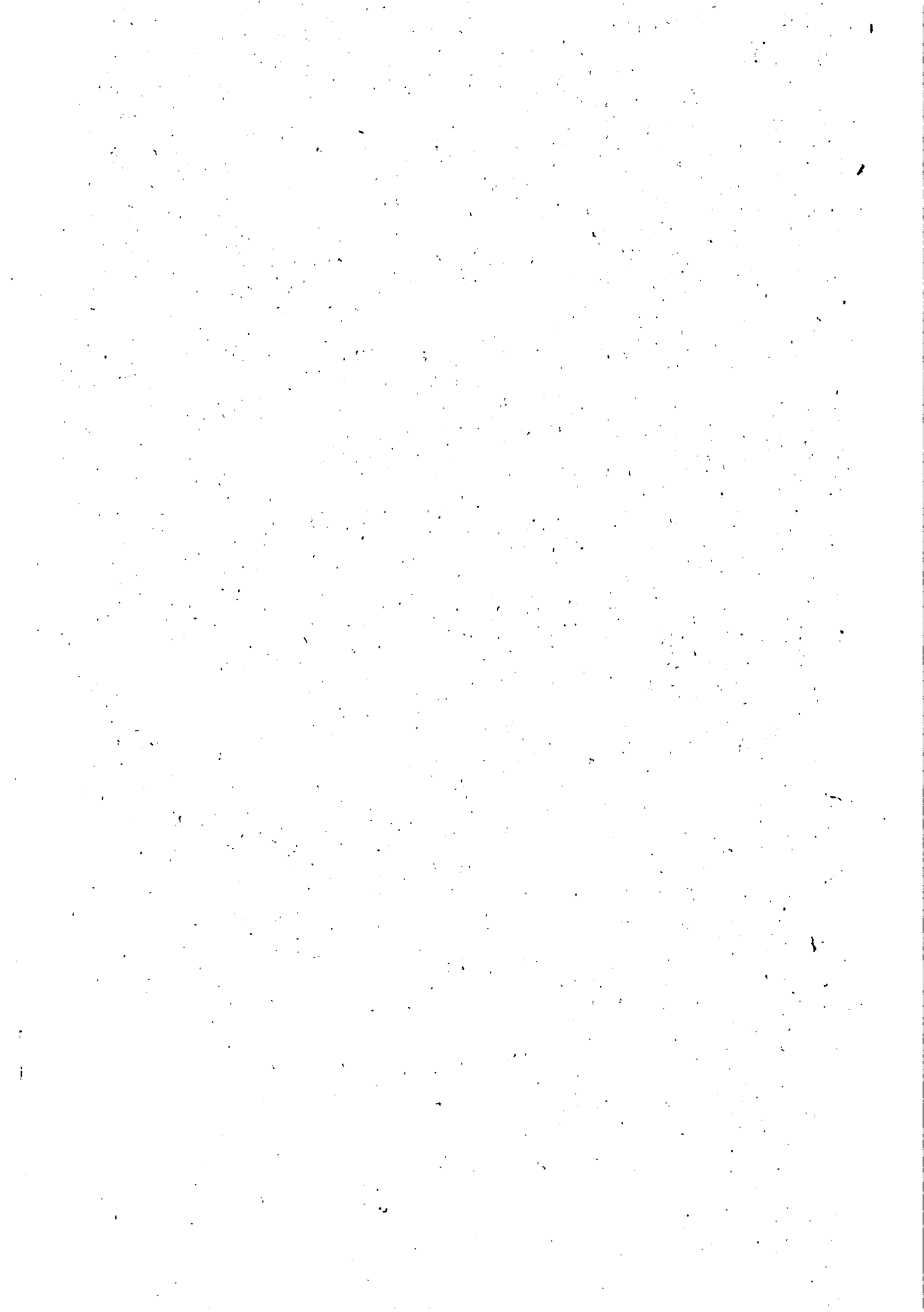
The question of salary and opportunities must of necessity play some part in a girl's choice of a vocation. In dietetic work we find a large range of opportunities which is increasing more and more. We are told by employers looking for trained dietitians that there are more positions than workers to fill them.

In regard to the pay for a visiting dietitian it is difficult to give any figures, as each organization employing the worker pays according to its resources. We are told that almost all charity workers are underpaid because of lack of funds, but this work is being more and more recognized and will doubtless command a large salary in time to come. In one city the salary paid is from \$50 to \$70 a month and traveling expenses.

In institutions, schools, and hospitals, the salary for superintendent ranges from \$400 to \$2,000 a year according to the work required.

In business enterprises we find the salary somewhat larger. In hotels the housekeeper is paid from \$35 to \$100 a month with an apartment in the hotel, and her assistant from \$20 to \$35. In restaurants and lunchrooms the superintendent commands a salary from \$900 a year up. In one large restaurant in Boston the manager is paid \$5,200 a year, which, however, is unusually large. The assistant superintendent's salary varies from \$600 to \$900.

The writer acknowledges her indebtedness to prominent dietitians in Providence, Boston, New York, Rochester, Buffalo, Baltimore, and St. Paul for their kind assistance in securing this material.



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The Journal of the Association of Collegiate Alumnae

VOLUME VII, No. 4

MAY 1914



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MINUTES OF THE COUNCIL MEETING

BELLEVUE-STRATFORD HOTEL, MONDAY AFTERNOON,
APRIL 13, 1914

KATHARINE E. PUNCHEON, Secretary-Treasurer

The meeting was called to order by Mrs. Alexander F. Morrison, President. The roll call was delayed awaiting the report of the Committee on Credentials.

On motion Miss Lulu Gay was appointed as stenographer for the Convention.

It was moved and seconded that, since the minutes of the last Council meeting have been printed in the *Journal* and placed in the hands of each member of the Association, the reading of them be dispensed with.

The minutes of a meeting of the Board of Directors held in Chicago, March 27, 1913, were read and approved. They authorized the president of the Philadelphia Branch to appoint a Committee on Arrangements for the Biennial and to act as chairman of the same. This committee, in consultation with the Philadelphia Branch, was empowered to appoint subcommittees and make all necessary arrangements for the Philadelphia Biennial, subject to the approval of the Board of Directors of the Association. It was voted that the dates of the 1915 meeting in San Francisco should be Monday, August 16, to Saturday, August 21, inclusive, and that the Council meeting be called for Monday, August 23.

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It was moved and carried that the Board of Directors authorize the arrangements made by the Philadelphia local Committee on Arrangements.

It was moved and carried that the Committee of Fifty, appointed by the California Branch, be authorized by the Board of Directors and empowered to complete the arrangements necessary for the San Francisco Biennial.

The Board of Directors reported the name of Mrs. Clarissa Fowler Murdoch as Auditor for the coming year.

On motion the Board authorized the payment of the expenditures of the General

Secretary and Secretary-Treasurer and the bills contracted by sectional vice-presidents to the amount of \$5.00 each. The Board further authorized the payment of the expenses of a delegate to the International Conference on School Hygiene and the Conference on Training in Citizenship, and asked the Council to define a policy for representation of the Association of Collegiate Alumnae in such conventions.

On motion it was agreed that the bill incurred by the Philadelphia Branch for printing of programs be authorized to the extent of \$50.00.

On motion it was agreed that college councillors who should present themselves at this meeting should be accepted as representatives of their colleges when properly identified, and that the Board of Directors recommend that a change in the By-Laws, referring to college councillors, be made so that colleges may elect their own councillors, such councillors to be members of the Association.

On motion the meeting adjourned.

After one slight correction this report of the Board of Directors was approved.

The President then announced that the Association was particularly fortunate in having present Miss Julia C. Lathrop, the head of the Children's Bureau at Washington, D.C. Since this was the only time that Miss Lathrop could be present, Mrs. Morrison asked that the order of business be suspended so that the Council might hear from Miss Lathrop her views on the proposed Educational Exhibit at the Panama-Pacific Exposition. Mrs. Morrison spoke of the suggestion which had been made to the California Branch that the Association of Collegiate Alumnae assemble a Child Welfare Exhibit for the Panama-Pacific Exposition, and of the work of the California Branch in obtaining information on the best method of procedure and possibility of arranging such an exhibit in the time before us. Mrs. Morrison then called upon Miss Lathrop, who spoke at length as to the possibilities of assembling such an exhibit and the benefit to be derived. Following Miss Lathrop's statement, Mrs. Morrison explained that she had with her a copy of the resolutions adopted by the Committee of Fifty of the California Branch and presented three suggestions, given in the order of preference: First, an exhibit on the subject of child welfare; second, an exhibit on the subject of the higher education of women; third, a headquarters and a bureau of information concerning all the educational exhibits at the Exposition. These resolutions, Mrs. Morrison explained, would be placed in the hands of such a committee as Miss Lathrop suggested. At the conclusion of the discussion Mrs. Turner of California moved that a committee be appointed by the President with power to act in line with the suggestions of Miss Lathrop. This motion was seconded by Miss Sabin of Milwaukee. This motion was amended to read that the committee should have power to act in conference with the Board of Directors and to report its final action to the branches. A further amendment was offered as follows: "That the funds of the Association should not be called upon to meet the expenses of such an exhibit, but that it should be in every case a special contribution." This amendment having been accepted, the motion was put and carried. In its final form it reads as follows: "That the President appoint a committee which, with the approval of the Board of Directors, shall have full power to act in the matter of an exhibit

at the Panama-Pacific Exposition, provided that no funds for the purpose of such an exhibit be expended from the treasury of the Association of Collegiate Alumnae, but from special contributions only." It was then on motion agreed that councillors and delegates be requested to present this whole matter to their branches for free discussion in order that the branches might be prepared to take final action on the receipt of the report of the local committee acting with the Board of Directors.

The President then called upon the Secretary-Treasurer to present her report. The financial statement from June 1, 1913, to April 1, 1914, showed receipts from various sources of \$5,800.10 and a net gain in membership of 379. A supplementary report to that of April 13 showed total receipts of \$6,102.10 and a net gain in membership of 447. On motion it was agreed to consider the recommendations contained in the report of the Secretary-Treasurer before adopting the report. The first recommendation, that the Secretary-Treasurer continue to act as chairman of the Membership Committee until the next meeting of the Council, was adopted. After some discussion, the second recommendation, referring to the method of distributing the *Journal*, was approved, provided that further investigation confirmed the wisdom of using the addressograph list. The third recommendation, that the publication of the *Register* be discontinued, was adopted after some discussion. On motion the report of the Secretary-Treasurer was approved.

The Secretary-Treasurer then presented her report as chairman of the Membership Committee, and on motion it was agreed to consider the suggestions made in this report separately.

The first suggestion was to the effect that deans of A.C.A. colleges who are not eligible to membership in the Association be admitted to membership during their term of service. After some discussion as to the wisdom of such a policy the President ruled that such a suggestion was contrary to the By-Laws which clearly define the question of eligibility.

The second recommendation of the chairman of the Membership Committee was that the Association delegate to the Committee on Recognition of Colleges and Universities the authority to settle questions of individual eligibility that arise from time to time. Miss Puncheon cited a case in point showing the questions that arise, and, after some discussion, it was moved and agreed that this and all such questions be referred to the Committee on Recognition of Colleges and Universities.

Following this discussion the report of the chairman of the Membership Committee was adopted as a whole.

The report of the Auditor, Mrs. Clarissa Fowler Murdoch, was presented, attesting that Mr. Schoelefield of Salt Lake City had audited the books of the Bursar and that Miss Mary B. Niles of Philadelphia had audited the books of the Secretary-Treasurer and found them correct. On motion this report was adopted.

The Secretary-Treasurer then presented the report of the Bursar from October 1, 1912, to June 1, 1913, and a supplementary report from June 1, 1913, to March, 1914. Upon suggestion that the details of this report be left

until a future meeting Miss Puncheon read the following balances from Mrs. Van Winkle's report:²

October 1, 1912, to June 1, 1913: receipts, \$10,129.22; expenditures, \$7,276.43; balance on hand June 1, 1913, \$2,852.79.

June 1, 1913, to March, 1914: balance and receipts, \$9,327.81; expenditures, \$5,049.87; balance on hand March, 1914, \$4,277.94.

On motion this report was accepted.

The report of the Committee on Recognition of Colleges and Universities was presented by the chairman, Miss Ada L. Comstock. The committee recommended that the following colleges, fulfilling all requirements, be accepted by the Association of Collegiate Alumnae: Beloit College, Women's College in Brown University, Colorado College, Goucher College, Lake Forest College, University of Colorado, University of Washington (in Seattle), Washington University (in St. Louis).

The committee recommended, second, "that until a year from this date, the Committee on Recognition of Colleges and Universities shall be empowered to recommend to the branches and to the Board of Directors the names of colleges and universities which are included in Class I of the list prepared by the Bureau of Education; and that in the absence of reason shown by the branches why such colleges and universities should not be admitted, and upon the favorable vote of three-fourths of the Board of Directors, these colleges and universities should be admitted to the A.C.A."

The committee recommended, third, "that the Committee on Recognition of Colleges and Universities be authorized to continue to use Class I of the list prepared by the Bureau of Education as its standard of academic rating until the Biennial meeting in San Francisco, in August, 1915."

On motion the first recommendation was adopted by a three-fourths vote of the Council, as provided in Art. I, sec. 1, of the By-Laws.

It was ruled by the Chair that the second recommendation was contrary to the By-Laws and could not be adopted. Miss Comstock then restated this recommendation, substituting "members of the Council" instead of "Board of Directors," and the recommendation was adopted.

It was then moved and seconded that the third recommendation be adopted; and, after further discussion, it was moved and seconded that this report as amended be adopted as a whole. The motion was carried.

The Secretary-Treasurer next recommended the admission of eight new branches, as follows: Newburgh, New York; Des Moines, Iowa; Kalamazoo, Michigan; Great Falls, Montana; Wyoming State Branch; Toledo, Ohio; Oberlin, Ohio; and Philippines, P.I. Miss Puncheon explained that the Wyoming State Branch is a state branch, divided into chapters. She said further that the constitutions of the above were in her possession, and, except for slight modifications, which there had not been time to make before the meeting, were in conformity with the Constitution of the National Association. She therefore moved that these eight branches be admitted with the under-

² The Bursar's report will appear in full in a later number of the *Journal*.—ED.

standing that any slight differences in their constitutions be changed to agree with the National Constitution. This motion was carried.

Miss Francis was then called upon to report for Miss Adams, chairman of the committee charged with the publication of *Bulletin No. 1*, on "Vocational Opportunities." Miss Francis explained that Miss Adams had been compelled to resign from this committee because of ill health, and that the work of the committee was now in the hands of the General Secretary. Miss Francis described the work of the Committee on the Vocational Bulletin, which had been prepared to sell at fifty cents a copy. She referred to the authorization, by the Council meeting in Chicago of an expenditure of \$200 and explained that this had been inadequate. Because of its importance the committee had felt it right to proceed with the work of publication, and Miss Francis now presented the deficit incurred for the consideration of the Association. After some discussion, it was on motion agreed that the proceeds from the sale of *Bulletin No. 1* be applied toward the liquidation of the indebtedness for printing. An amendment was offered that this action should not be considered as a precedent for future committees. Upon the acceptance of the amendment by the original mover the motion was carried.

Miss Maltby, chairman of the Committee on Fellowships, then presented her report in the form of the following resolutions: "First, that the thanks of the A.C.A. be given to our President, Mrs. Morrison, Professor Perkins, Mrs. Rumsey, Mrs. Albright, and the various smaller contributors who made possible the granting of an A.C.A. European fellowship for the year 1914-15. Second, that the payment of the stipends be made in two instalments, July 15 and January 15. Third, that in awarding the A.C.A. fellowships in general, preference be given to those graduates who have completed at least two years of graduate work and have a definite research in preparation. Fourth, that the data upon which the applications for the fellowships are awarded by the A.C.A. Committee on Fellowships must be in the hands of the committee by January 1. Fifth, that the Association of Collegiate Alumnae publish a memorial pamphlet concerning the life and achievements of Anna C. Brackett, in the form of the *Journal of the Association of Collegiate Alumnae*, and that this be sent to every member of the Association and to the officers of the Anna C. Brackett Memorial Association; and that a copy be given to every Anna C. Brackett Memorial Fellow, and that extra copies be printed to meet possible demands. Sixth, that after the Anna C. Brackett Memorial Fellow is chosen, her name be sent to the chairman of the Fellowship Committee of the Memorial Association, and every effort be made to facilitate a meeting between the Fellow and the Memorial Association in New York, in order that the Association may know the Fellow and the Fellow may realize more the importance of the life and work of the woman she is helping to honor."

The first, second, third, fourth, and sixth resolutions were adopted without discussion. An amendment was offered to the fifth resolution that the supplemental number of the *Journal* devoted to the life and achievements of Anna C. Brackett be edited by the Association in order to safeguard the expense. With this amendment the fifth resolution was adopted.

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The report of the Auditor, Mrs. Clarissa Fowler Murdoch, was presented, attesting that Mr. Schoelefeld of Salt Lake City had audited the books of the Bursar and that Miss Mary B. Niles of Philadelphia had audited the books of the Secretary-Treasurer and found them correct. On motion this report was adopted.

The Secretary-Treasurer then presented the report of the Bursar from October 1, 1912, to June 1, 1913, and a supplementary report from June 1, 1913, to March, 1914. Upon suggestion that the details of this report be left

"The Board of Directors shall meet once a year at the call of the President and at other times at the call of the President or on the written request of any four members. In the interim, between meetings of the Board of Directors, a written vote of the Board may be taken, without meeting, on any question which may be submitted in writing or by telegraph to the Board by the President; provided that every member of the Board shall have an opportunity to vote upon the question submitted. The voting shall close two weeks after the date on which the question is sent to the members. The vote shall be mailed to the Secretary for record or may be sent by telegraph, provided the cost shall not be charged to the Association; and if a majority of the members shall vote on any question so submitted to them, the vote shall be counted and shall have the same effect as if cast at a meeting of the Board."

In reference to the last amendment, the President stated that where the word "Secretary" occurred it meant the Secretary-Treasurer, who acts as secretary to the Board of Directors.

Miss Maltby, chairman of the Committee on Fellowships, was then called upon for a report of her committee.

After the presentation of Miss Maltby's report, Miss Edith Kendall, literary executor of Anna C. Brackett, presented a short account of the life and achievements of Miss Brackett. At the conclusion of Miss Kendall's report, the Association expressed its approval by a rising vote of thanks.*

On motion it was agreed that there should be given publicity through the newspapers to the fact that the A.C.A. had received, as a gift, the Anna C. Brackett Fund for a fellowship; and that the Association desired to be known as a safe repository for such trusts.

Following Miss Maltby's report, the report of the President was received which called attention to the work of the Association and the problems involved in the first year of administration under the new By-Laws. The President referred again to the proposed exhibit in the Panama-Pacific Exposition and of the work to be done if a creditable exhibit be assembled. At the conclusion of the President's report, Mrs. Turner of the California Branch restated the motion, referred by the Council to the Biennial. The motion was as follows: "That the President appoint a committee, which, with the approval of the Board of Directors, shall have full power to act in the matter of an exhibit at the Panama-Pacific Exposition, provided that no funds for the purpose of such an exhibit be expended from the treasury of the A. C. A., but from special contributions only."

After much discussion, the original recommendation of the Council was adopted with the following amendment: "Provided that the exhibit be not on the higher education of women." Following this discussion, it was moved that if the committee should decide to hold a child-welfare exhibit, it be recommended to use the phrase "exhibit on the child" instead of "child-welfare exhibit." After considerable discussion this motion was carried by a rising vote.

On motion the meeting was adjourned.

* It was voted by the Council to edit and publish Miss Kendall's address on Miss Anna C. Brackett's life and work as a supplement to the *Journal* of the Association. (See p. 57.)

MINUTES OF THE BUSINESS MEETING

THIRD SESSION, SWARTHMORE COLLEGE, THURSDAY
MORNING, APRIL 16, 1914

The President, Mrs. Morrison, called the meeting to order in Parrish Hall at 10:35 A.M.

The first item on the order of business was the report of the Nominating Committee, which was made by the chairman, Miss Yerxa. This committee presented the following nominations: for President, Miss Caroline L. Humphrey, acting dean, Radcliffe College; for Vice President-at-Large, Dr. Elsie Seelye Pratt, resident physician at the University of Michigan. It was moved, seconded, and carried that the report of the Nominating Committee be adopted. The President then called for nominations from the floor as provided in the By-Laws. There being none, it was on motion agreed that the Secretary-Treasurer be empowered to cast the ballot of the Association for the nominees reported by the Committee on Nominations. The Secretary-Treasurer reported the ballot cast and the candidates duly elected.

It was moved and seconded that the Convention express to the retiring President its appreciation of her tactful, dignified, and delightful leading of the meetings. This motion was put by the Secretary-Treasurer and carried by a rising vote.

The report of the Bursar being next in order, it was moved and seconded that the summary of the Bursar's report, as given in the Council meeting on Monday, be repeated. This motion was carried and the Secretary-Treasurer stated the balances from the Bursar's report as follows:

October 1, 1912, to June 1, 1913: receipts, \$10,129.22, expenditures, \$7,276.43; balance on hand June 1, 1913, \$2,852.79.

June 1, 1913, to March, 1914: balance and receipts, \$9,327.81, expenditures, \$5,049.87; balance on hand March, 1914, \$4,277.94.

It was moved and seconded that this report be adopted.

Mrs. Murdoch presented the Auditor's report as read in the Council meeting on Monday, April 13, and on motion this report was adopted.

The report of the Committee on Resolutions was presented by Mrs. Howes. (See this report, p. 73.) The first, second, and third resolutions were adopted without discussion. After some debate the fourth resolution was, on motion, adopted.¹ The fifth, sixth, and seventh resolutions, sent to the Committee on Resolutions from the Conference of Alumnae Associations affiliated with the A.C.A., were presented and adopted. The eighth resolution, on the subject of placement bureaus, was, on motion, adopted. The ninth resolution, on the subject of international peace, indorsed by 19 branches, was presented and its adoption moved. The following amendment to this resolution was moved and carried: "That the branches be urged to study the question of peace as one of vital interest to educated women." The resolution, as amended, was then adopted. Then followed a resolution of appreciation

¹ See minutes of afternoon session, p. 65.

"The Board of Directors shall meet and at other times at the call of the President and four members. In the interim, between meetings, a written vote of the Board may be taken, which may be submitted in writing or by telegraph; provided that every member of the Board shall be entitled to vote upon the question submitted. The date on which the question is sent to the President shall be the date on which the question is sent to the Secretary for record or may be the date on which the question is submitted to the cost shall not be charged to the Association. The members shall vote on any question so submitted by ballot and the vote shall be counted and shall have the same effect as if cast in person."

In reference to the last amendment, the President said the word "Secretary" occurred it meant the Secretary to the Board of Directors.

Miss Maltby, chairman of the Committee on Finance, reported for a report of her committee.

After the presentation of Miss Maltby's report, the literary executor of Anna C. Brackett, presented a statement of the life and achievements of Miss Brackett. At the conclusion of the report, the Association expressed its approval by a resolution.

On motion it was agreed that there should be given to the newspapers to the fact that the A.C.A. had received the Anna C. Brackett Fund for a fellowship; and that the Association should be known as a safe repository for such trusts.

Following Miss Maltby's report, the report of the President was read which called attention to the work of the Association and the work of the Board of Directors in the first year of administration under the new By-Laws. The President referred again to the proposed exhibit in the Panama-Pacific Exposition of the work to be done if a creditable exhibit be assembled. At the conclusion of the President's report, Mrs. Turner of the California Branch presented a motion, referred by the Council to the Biennial. The motion was: "That the President appoint a committee, which, with the approval of the Board of Directors, shall have full power to act in the matter of the exhibit at the Panama-Pacific Exposition, provided that no funds for the exhibit of such an exhibit be expended from the treasury of the A.C.A. but from special contributions only."

After much discussion, the original recommendation of the Council was adopted with the following amendment: "Provided that the exhibit be on the higher education of women." Following this discussion, it was decided that if the committee should decide to hold a child-welfare exhibit, recommended to use the phrase "exhibit on the child" instead of "child-welfare exhibit." After considerable discussion this motion was carried by a unanimous vote.

On motion the meeting was adjourned.

¹ It was voted by the Council to edit and publish Miss Brackett's life and work as a supplement to the *Association of Co"* (See p. 57.)

THE BUSINESS MEETING,

WEDNESDAY AFTERNOON, APRIL 16, 1914

Order at 2:00 P.M. by the President.

of those members who were present rising were: Mrs. Clarke presented the report of the Women's Training Committee on the death of Miss ... read by Mrs. Morrison, dealing with the hopeful prophecy for its future. Following ... Miss Humphrey, who responded with

Following the report of the Auditor on the ... it was moved that Resolution 4, adopted ... On the adoption of this motion it ... is resolution be postponed until the Cali-

M. Cushing who ... following resolution: "In view of the broad ... interests vitally affecting the educa- ... at the question of suffrage is one which ... women, *Be it resolved*, That the branches ... as an academic question; to investigate ... d to return delegates, instructed to vote ... which will be presented at the next ... the call for this meeting the branches ... be presented." The adoption of this ... ried by a vote of 79 to 21.

Trust Funds, ... report of the Committee on Vocational ... y, which were, on motion, referred to ... meeting was then introduced: "Have ... a) "By Special Courses in Educa- ... are College for Women; (b) "By ... is Miller, head of Department of ... Girls; (c) "By Opening of Other ... upation," Mary S. Snow, research ... eau of Occupation. At the close ... tion were extended to the speakers

This report was ... On suggestion ... Mrs. T. W. ... At the conclusion ... Committee on ... the South Atlantic ... expressing the ... educational ... was carried.

At the conclusion ... Committee on ... the South Atlantic ... expressing the ... educational ... was carried.

of those members of the Association who had died. This was carried by a silent rising vote. The chairman of the committee then read a resolution sent to the Radcliffe alumnae, President Briggs, and Mrs. Coes, at the time of the death of Miss Mary Coes, and also a resolution from the Conference of Women Trustees. The chairman closed her report with a resolution of thanks to the hosts and hostesses of the Convention. On motion, the report of the Committee on Resolutions was adopted.

Following the report of the Committee on Resolutions, the report of the Auditor on the accounts of the chairman of the Committee on Trust Funds was read by Miss Yerxa, the Auditor, and, on motion, accepted.

Following Miss Yerxa's report Mrs. Morrison introduced Miss Florence M. Cushing, who for years has acted as chairman of the Committee on Trust Funds. Miss Cushing offered the following resolution: "That a committee be appointed by the Chair to formulate the regulations under which the Association shall continue to act as a repository of trust funds, and to report these regulations to the Board of Directors for action." Miss Cushing then read a list of the bonds and securities appended to the report of the Auditor, and explained the need of a different arrangement from the present one for caring for these funds, which had gradually increased. It was moved that the committee suggested by Miss Cushing be appointed. This motion was carried and the President then appointed Miss Cushing, the chairman of the Committee on Trust Funds, as chairman of this new committee, with power to appoint the other members of her committee. On motion the report of the Committee on Trust Funds was accepted. It was moved, seconded, and carried that the report of the Committee on Trust Funds, including the list of securities as read by Miss Cushing, be printed in the *Journal*.

The President then called for the reports of the sectional vice-presidents.

Mrs. A. B. Howes presented the report for the North Atlantic Section. This report was adopted.

On suggestion from the floor, the President limited the reports of the vice-presidents to ten minutes.

Mrs. T. W. Sidwell presented the report from the South Atlantic Section. At the conclusion of Mrs. Sidwell's report, Miss Thomas moved that the Committee on Resolutions, in connection with the sectional vice-president of the South Atlantic Section, be empowered to draw up a proper resolution, expressing the approval of the A.C.A. of the plan of having a co-ordinate educational college established by the legislature of Virginia. This motion was carried.

Mrs. E. C. Schmidt presented the report of the Northeast Central Section, and Miss Laura R. White the report of the Southeast Central Section. These reports were accepted.

Further reports were postponed until the afternoon session.

Before the close of the meeting Mrs. Morrison introduced the newly elected President, Miss Caroline L. Humphrey.

On motion the meeting adjourned to reconvene at 2:00 P.M.

MINUTES OF THE BUSINESS MEETING,

FOURTH SESSION, THURSDAY AFTERNOON, APRIL 16, 1914

The meeting was called to order at 2:00 P.M. by the President.

In the absence of Dr. Calkins, Mrs. Clarke presented the report of the Naples Table, which was accepted.

The President's report was then read by Mrs. Morrison, dealing with the history of the Association and a hopeful prophecy for its future. Following her report, Mrs. Morrison introduced Miss Humphrey, who responded with a greeting to the Association.

Following the President's report, it was moved that Resolution 4, adopted at the morning session, be reconsidered. On the adoption of this motion it was moved that consideration of this resolution be postponed until the California Biennial.

Dr. Pratt then presented the following resolution: "In view of the broad policy of the Association toward all interests vitally affecting the education of women, and in the belief that the question of suffrage is one which deserves the serious study of college women, *Be it resolved*, That the branches be requested to undertake such study as an academic question; to investigate the status and working of suffrage; and to return delegates, instructed to vote on the resolution indorsing suffrage, which will be presented at the next biennial meeting; and, further, that in the call for this meeting the branches be reminded that this question will be presented." The adoption of this resolution was moved, seconded, and carried by a vote of 79 to 21.

Mrs. Martin then presented the report of the Committee on Vocational Opportunities, raising questions of policy, which were, on motion, referred to the Council meeting of the next day.

The general topic for the afternoon meeting was then introduced: "Have Women's Salaries Been Increased?" (a) "By Special Courses in Education," Winifred Robinson, dean, Delaware College for Women; (b) "By Higher University Training," Sarah Pleis Miller, head of Department of Chemistry, Philadelphia High School for Girls; (c) "By Opening of Other Avenues of Work through Bureaus of Occupation," Mary S. Snow, research secretary, New York Inter-Collegiate Bureau of Occupation. At the close of the discussion the thanks of the Convention were extended to the speakers by a rising vote.

Miss Hendrie then presented her report for the South Rocky Mountain Section, and Miss Wilson for the South Pacific.

MINUTES OF THE COUNCIL MEETING

BELLEVUE-STRATFORD HOTEL, FRIDAY MORNING,
APRIL 19, 1914

KATHARINE E. PUNCHEON, Secretary-Treasurer

The meeting was called to order by the President, Miss Caroline L. Humphrey.

The first question before the Council was that of the next Council meeting, this to be determined in order to determine the terms of the General Secretary and the Bursar. It was recommended that the two officers serve until August, 1915, since the resolution of Mrs. Kerr (p. 19 of the By-Laws) did not provide for any meeting in Easter week, 1915. After some discussion, it was, on motion, agreed that the Council interpret the resolution to mean that the General Secretary and Bursar should serve until the Council meeting at San Francisco, August, 1915.

It was moved and carried that a sufficient number of copies of the By-Laws be printed, as amended, and sent to every general member with the receipt for her dues, and that a number of copies be sent to every branch president to be given to new members.

Miss Humphrey said that the Board of Directors approved the appointment of the Local Committee of Arrangements of San Francisco, by the Chair, in blank, the names to be supplied later by Mrs. Morrison upon her return to California.

The next business before the Council was the filling of vacancies on committees. It was moved and seconded that the chairman of the Committee on Publication be empowered to fill the vacancy caused by the expiration of the term of Miss Jackson.

On recommendation of the Committee on Fellowships, Dr. Sophia Hart of Wellesley was elected to fill the vacancy caused by the expiration of the term of Dr. Elkus.

On motion it was agreed that vacancies occurring in the remaining committees be filled by a committee, consisting of the Chair, the General Secretary, and the chairman of each committee.

On motion it was agreed that a special Committee on Foreign Students be formed to confer with women coming to this country for study from our foreign possessions and other countries, so that they might not make mistakes in selecting courses of study most suited to their needs. An amendment was offered to this motion, providing that the name of this committee be left to the Board of Directors, in conference with the committee. The amendment was seconded and carried and the original motion was voted upon and adopted.

The report of the Committee on Publication was presented and, on motion, adopted.

Mrs. Morrison presented a letter from Mrs. Moore, secretary of the League of National Organizations of Women. After discussion it was agreed to refer the question of joining the League of National Organizations of Women to the

Board of Directors with power to act. This motion was amended to provide that Mrs. Moore should confer with the Board of Directors. Upon the acceptance of the amendment the motion was put and carried.

The report of the Committee on Euthenics was presented. Its first recommendation referred to the printing of a scientific report of Dr. Muhse. It was on motion agreed that a committee of three be appointed by the Chair to secure expert advice on the scientific correctness of the report. This motion was adopted, and was followed by a second motion that the question of the expense of publishing this report be referred to the Board of Directors after the paper had been passed upon by the committee appointed by the Chair.

The recommendation in regard to the changing of the name of the Committee on Euthenics to Committee on Home Economics was not adopted.

Mrs. Sidwell then presented a letter from Dr. Emily Ray Gregory, regarding instruction in normal schools and colleges on hygiene and heredity. On motion the communication of Dr. Gregory was referred to the Committee on Euthenics.

A resolution from the Southern Association of College Women, referred to the Council by the Biennial, was then presented (see page 58).

It was, on motion, agreed that cordial greetings be sent in writing to the Southern Association, and that the A.C.A. in return invite a fraternal delegate from the Southern Association to its Council.

For the Committee on Vocational Opportunities, Mrs. Martin then presented the subject of the vocational census; and, after discussion, it was moved that the question of gathering the necessary statistics be left to the chairman of the Committee on Vocational Opportunities and the chairman of the Committee on Alumnae Associations that they might work out the problem together with the understanding that as much of the work as possible be left to the alumnae associations. This motion was carried.

A motion of appreciation to Miss Adams for her valuable services in connection with the vocational bulletin was adopted. This motion brought about a discussion of the value and uses of the vocational bulletin and brought out testimony as to the accuracy and value of that publication to administrative and executive officers in schools and colleges, which was followed by suggestions for extending the sale of the bulletin.

The Committee on Credentials asked the adoption of the following recommendation: "That the Committee on Credentials be empowered to require from the proper officers, at least twenty-four hours in advance of the first meeting of the Convention, letters naming the person or persons who will represent their branches or associations, in order that the committee may comply with the by-law which requires that a report be in readiness at least three hours before the meeting." This recommendation was adopted.

At the Wednesday afternoon meeting a motion prevailed that the definition of the duties of the Secretary-Treasurer and Bursar, as provided by Art. XIII, be construed, not as an amendment to the By-Laws, but as an order of procedure. This motion was followed by a second motion in the Biennial: "That the whole question be referred to the Council with power to act." This

question was now brought to the attention of the Council by the President, and it was moved that the method of procedure recommended by Art. XIII be put into operation during the next eighteen months. The motion was seconded. Mrs. Morrison explained why this method of procedure had not been put into operation and referred to the legal opinion of Mr. Morrison which was then read by the Secretary-Treasurer. The motion as stated was put and lost. It was then moved that this method of procedure be put into operation until the next meeting of the Association, provided that the President, General Secretary, and Secretary-Treasurer of the Association take advice of two well-known lawyers who shall agree that the Association has the right to do this. This motion was carried by a vote of 36 in favor, 11 against, and 7 not voting. A motion was put that the chairman of the Committee on Trust Funds be added to this committee. The motion was carried.

On motion it was agreed that a committee be appointed to prepare for the next meeting of the Council a report as to the best method of electing general delegates and councillors; and to define the duties of the General Secretary and Secretary-Treasurer and the method of procedure in certain committees.

The Council then proceeded to the consideration of the Budget.

The Secretary-Treasurer called attention to the following motion adopted at the Chicago Council meeting: "That the remainder of the Budget, amounting to \$975 or thereabouts, be appropriated to the salary of the General Secretary for the year 1913-14, being the next fiscal year; that to this amount be added the fees coming in from the alumnae associations and alumnae groups and such other funds as may be at the disposal of the Association up to \$2,000." Miss Puncheon called attention to the fact that, while there appeared to be sufficient money in the treasury to meet the balance due the General Secretary, it must be appropriated before it could be paid; and, on motion, the balance due the General Secretary for salary for the year 1913-14 was ordered paid.

At the request of Miss Cushing \$46.65 was appropriated to the Committee on Fellowships to apply on the Alice Freeman Palmer Fellowship for this year.

Then, after some discussion as to the probable income of the Association, it was, on motion, agreed to vote the Budget for two years, 1914-15 and 1915-16. The following appropriations were approved, including the additional \$150 for incidental expenses for the General Secretary:

1914-15		1915-16	
Traveling expenses, President. \$	150.00	Traveling expenses, President. \$	150.00
General Secretary, salary	2,000.00	General Secretary, salary	2,000.00
Traveling allowance, General Secretary	300.00	Traveling allowance, General Secretary	300.00
Office incidentals, General Secretary	400.00	Office Incidentals, General Secretary	400.00
Secretary-Treasurer, salary . . .	1,000.00	Secretary-Treasurer, salary . . .	1,000.00
Carried forward	\$3,850.00	Carried forward	\$3,850.00

Brought forward.....	\$3,850.00	Brought forward.....	\$3,850.00
Office incidentals, Secretary-		Office incidentals, Secretary-	
Treasurer.....	250.00	Treasurer.....	250.00
Publication Committee	1,200.00	Publication Committee	1,200.00
Proofreading.....	100.00	Proofreading.....	100.00
Membership Committee	125.00	Membership Committee	125.00
Committee on Fellowships....	15.00	Committee on Fellowships....	15.00
Committee on Vocational Op-		Committee on Vocational Op-	
portunities.....	125.00	portunities.....	125.00
Committee on Recognition of		Committee on Recognition of	
Colleges.....	75.00	Colleges.....	75.00
Conference of Women Trustees		Conference of Women Trustees	
of Colleges.....	50.00	of Colleges.....	50.00
Conference of Alumnae Asso-		Conference of Alumnae Asso-	
ciations.....	25.00	ciations.....	25.00
European Fellowship.....	500.00	European Fellowship.....	500.00
School Patrons' Association..	25.00	School Patrons' Associations..	25.00
Naples Table.....	50.00	Naples Table.....	50.00
	<hr/>		<hr/>
	\$6,390.00		\$6,390.00

and all incidental expenses authorized by the President and Bursar. On motion the Budget for the years 1914-15 and 1915-16, as stated above, was adopted.

The General Secretary asked permission to transfer the balance of \$65.00 left in her appropriation for traveling expenses to the deficit in clerical service of the past two years. That request brought forward a discussion of the general expenses of the General Secretary, and it was, on motion, agreed to apply the \$65, mentioned above, to the deficit of \$361.20 reported by Miss Francis, and to meet the remainder of this sum from the balance remaining in the treasury.

On motion the Secretary-Treasurer was directed in future to prepare, in conjunction with the President and General Secretary, a budget to be submitted to the Council meeting, this budget to be mimeographed and placed in the hands of the members of the Council prior to the San Francisco meeting.

The sense of the meeting on the question whether branches of the A.C.A. should join state federations of clubs was taken, and showed a large majority in favor of such affiliations.

On motion the Committee on Procedure, authorized at a previous meeting, was directed to draw up instructions for future nominating committees to have ballots sent out one month previous to the biennial meeting; and a second motion provided that the question of plural voting be also referred to the Committee on Procedure.

President Thomas asked that between now and the next Council meeting our members give consideration to changing the name of the Association of Collegiate Alumnae and suggested the National Association of Women College Graduates of the United States.

On motion the meeting adjourned.

REPORTS OF COMMITTEES

COMMITTEE ON CREDENTIALS

KATHARINE E. PUNCHEON, *Chairman*

One hundred and forty-one members of the Association of Collegiate Alumnae presented credentials and were duly qualified as voting members of the Convention held April 13-17, 1914. Of the 141 duly qualified delegates, 33 represented more than one class of membership as provided by the By-Laws. Besides the voting delegates an encouraging number of members from all sections of the country were present at the meetings.

LIST OF DELEGATES PRESENT AT THE THIRTY-SECOND ANNUAL MEETING

General officers: President, Mrs. Alexander F. Morrison; Vice-President-at-Large, Dr. Elsie Seelye Pratt; Sectional Vice-Presidents, Mrs. A. B. Howes, Mrs. T. W. Sidwell, Mrs. E. C. Schmidt, Miss Laura White, Mrs. F. L. McVey, Miss Edna Hendrie, Miss Mary Wilson; General Secretary, Miss Vida Francis; Secretary-Treasurer, Miss Katharine Puncheon.

Branch representatives: Ann Arbor Branch: Councillor, Mrs. F. N. Scott; Delegate, Miss Elizabeth Dean. Bloomington (Indiana) Branch: Councillor and Delegate, Miss L. G. Berry. Boston Branch: Councillors, Miss Caroline Davies, Mrs. G. W. Perkins, Miss Florence Cushing. California Branch: Councillors, Mrs. E. C. W. Lyders, Mrs. F. C. Turner, Mrs. Alexander F. Morrison in Friday Council meeting; Delegates, Mrs. E. C. W. Lyders, Mrs. F. C. Turner. Central New York Branch: Councillor, Mrs. G. W. Noyes; Delegate, Mrs. P. F. Milroe. Chicago Branch: Councillors and Delegates: Miss Mary Ross Potter, Mrs. W. T. Hall. Colorado Branch: Councillor and Delegate, Miss Edna Hendrie; Delegates, Miss M. Ruth Loomis, Dr. Elsie Seelye Pratt. Columbus Branch: Councillor, Mrs. F. C. Caldwell; Delegates, Mrs. F. C. Caldwell, Miss Juliette Sessions. Connecticut Branch: Councillor, Miss Louise Farnam; Delegates, Miss Louise Farnam, Mrs. J. C. Tracy, Miss Mildred Bradley, Miss Adams, Miss Margaret Brendlinger. Detroit Branch: Councillor, Mrs. Walton Hendrick; Delegate, Mrs. Clarissa Fowler Murdoch. Eastern New York Branch: Councillor, Mrs. W. G. Van Loon; Delegates, Mrs. G. C. Leonard, Mrs. W. G. Van Loon. Fall River Branch: Councillor, Mrs. Randall Durfee; Delegate, Miss Durfee. Huntington Branch: Delegate, Mrs. Thomas Moore. Illinois-Iowa Branch: Councillor and Delegate, Mrs. G. W. Banning. Idaho Branch: Delegate, Miss Anne Blitz. Central Illinois Branch: Councillor, Mrs. A. N. Talbot; Delegate, Mrs. E. C. Schmidt. Indianapolis Branch: Councillor and Delegate, Mrs. W. J. Hasselman. Kansas Branch: Councillor and Delegate, Miss Ida Hyde. Kansas City Branch: Councillor and Delegate, Miss Margaret Murrell. Los Angeles Branch: Councillor and Delegate, Miss Grace Berry. Madison Branch: Councillor and Delegate, Miss Catherine Corscot. Milwaukee Branch: Councillor, Miss Ellen Sabin; Delegates, Miss Sabin, Miss Camille Freund, Mrs. G. H. Wahl. Minnesota Branch: Councillor and Dele-

gate, Miss Ruth Wilson. Central Missouri Branch: Councillor and Delegate, Miss Eva Johnston. New York Branch: Councillors, Mrs. J. H. Huddleston, Mrs. H. P. DeForest; Delegates, Miss Mary Whiton, Miss Valentine Chandor, Mrs. H. P. DeForest. Ohio Branch: Councillor, Mrs. Willard Beahan; Delegates, Miss Florence Cunnea, Miss Emma Perkins. Ohio Valley Branch: Councillor and Delegate, Mrs. M. B. Battenwieser. Omaha Branch: Councillor and Delegate, Miss Euphemia Johnson. Philadelphia Branch: Councillor, Miss Elizabeth Snyder; Delegates, Mrs. W. I. Hull, Mrs. W. S. Buck, Miss Jennie Beale, Mrs. F. T. Gucker, Miss Velma Turner. Pittsburgh Branch: Councillor, Miss Frances Parry; Delegate, Miss Marion Holmes. Rhode Island Branch: Councillor, Miss Alice Howland; Delegates, Mrs. F. T. Easton, Miss Ruth Franklin, Miss Lucy Brownell, Mrs. H. S. Pitts. St. Louis Branch: Councillor and Delegate, Miss Alice Flickinger. St. Paul Branch: Councillor and Delegate, Mrs. C. A. Severance. Southern New York Branch: Councillor, Miss Alice L'Amoreaux; Delegate, Miss Ruth Wilkinson. Tacoma Branch: Councillor and Delegate, Miss Margery Stallcup. Washington Branch: Councillor, Dr. Louise Taylor-Jones; Delegates, Miss Elizabeth Leech, Mrs. R. B. Morgan. Western New York Branch: Councillor, Mrs. J. H. Daniels; Delegates, Mrs. W. M. Mills, Mrs. J. H. Daniels.

General members: Councillors, Miss Eleanor Lord, Mrs. S. F. Clarke, Mrs. F. L. McVey, Miss Mary Breed; Delegates, Miss Fanny Gates, Mrs. Wheeler, Miss Roxanne Vivian, Dr. Helen Putnam.

Affiliated associations: Barnard College: Councillor, Mrs. R. N. Lawrence; Delegates, Miss Morgan, Miss Potter, Miss Kohn, Miss Spencer. Bryn Mawr College: Councillor, Miss Marion Reilly; Delegates, Mrs. Ellis, Miss Swindler, Miss Schenck, Mrs. Mooreland, Miss Ransom. Radcliffe College: Councillor, Miss Sara Yerxa; Delegates, Miss Bates, Mrs. Wallace, Miss Harvey, Mrs. Kent, Miss Weeks, Miss Graham, Mrs. Morse. Smith College: Councillors, Dr. Alice Tallant, Mrs. A. B. Howes, Miss Fuller, Mrs. E. D. Parsons, Miss Comstock; Delegates, Miss O'Neill, Miss Cliff. Wellesley College: Councillors, Miss Tufts, Mrs. Wheeler, Miss Ruth Goodwin, Miss McDonald, Mrs. S. W. Paul; Delegates, Mrs. Williams, Miss Bailey, Miss Palen, Dr. Lathrop, Mrs. Overfield, Miss Piper, Mrs. Chapman, Mrs. Severance, Mrs. Perry, Mrs. Magee.

Ex-Presidents: Mrs. S. B. Pearmain, Miss Florence Cushing.

Boards and faculties of colleges and universities: Barnard College: Councillor, Mrs. R. N. Lawrence. Bryn Mawr College: Councillor, Miss M. Carey Thomas. Cornell University: Councillor, Mrs. C. B. Martin. University of Chicago: Councillor, Miss Susan Ballou. Grinnell College: Councillor, Miss Fanny Gates. Indiana University: Councillor, Miss L. G. Berry. University of Iowa: Councillor, Miss A. L. Klingenhagen. University of Kansas: Councillor, Miss Ida Hyde. University of Michigan: Councillor, Mrs. Myra Jordan. University of Minnesota: Councillor, Miss Margaret Sweeney. University of Missouri: Councillor, Miss Eva Johnston. Northwestern University: Councillor, Miss Irene Blanchard. Oberlin College: Councillor, Miss Florence Fitch. Ohio State University: Coun-

cillor, Miss Caroline Breyfogle. Smith College: Councillor, Miss Louise Cheever. Swarthmore College: Councillor, Mrs. Clara Newport. Western Reserve University: Councillor, Miss H. Smith. Colorado College: Councillor, Miss M. Ruth Loomis.

Chairman of committees: Membership: Miss Katharine Puncheon. Vocational Opportunities: Mrs. A. S. Martin. Fellowships: Miss Margaret Maltby. Investing Trust Funds: Miss Florence Cushing. Nominating: Miss Sara Yerxa. Recognition of Colleges and Universities: Miss Ada Comstock.

As this was the first convention held under the new By-Laws, the Committee on Credentials met with a number of difficulties in listing delegates. By action of the Council duly qualified delegates at this convention were permitted to vote "in accordance with their expectation." In order that there may be no misunderstanding in future meetings the Committee on Credentials begs leave to call attention to Art. VII of the By-Laws, and further to the adoption by the Council of the following recommendation of the Committee on Credentials: "That the Committee on Credentials be empowered to require from the proper officers, at least twenty-four hours in advance of the first meeting of the Convention, letters naming the person or persons who represent their branches or associations, in order that the committee may comply with the by-law which requires that a report be in readiness at least three hours before the meeting."

The following deans and representatives were present at the Conference held at Bryn Mawr, April, 1914: Gertrude S. Martin, Cornell University, Ithaca, N.Y.; Annette Gardner Munro, University of Rochester, Rochester, N.Y.; Caroline S. Davies, Jackson College of Tufts College, Boston, Mass.; Florence M. Fitch, Oberlin College, Oberlin, Ohio; Caroline M. Breyfogle, Ohio State University, Columbus, Ohio; Helen M. Smith, Western Reserve University, Cleveland, Ohio; Myra B. Jordan, University of Michigan, Ann Arbor, Mich.; Sarah deM. Plaisance, University of St. Lawrence, Canton, N.Y.; Henrietta J. Meeteer, Swarthmore College, Swarthmore, Pa.; Mary L. Burton, Carleton College, Newport, Minn.; Anna Adams Pintti, Wells College, Aurora, N.Y.; Mary Isabel Park, Heidelberg University, Tiffin, Ohio; Clara Anna Broswell, Bates College, Lewiston, Me.; Lida Shaw King, Brown University, Providence, R.I.; Caroline B. Dow, National Training School Y.W.C.A., New York, N.Y.; Jean Marie Richards, Syracuse, N.Y.; Ada L. Comstock, Smith College, Northampton, Mass.; Margaret Judson, New York, N.Y.; Alice V. Waite, Wellesley College, Wellesley, Mass.; Edith S. Tufts, Wellesley College, Wellesley, Mass.; Winona A. Hughes, Wooster, Ohio; Margaret Sweeney, University of Minnesota, Minneapolis, Minn.; Eleanor L. Lord, Goucher College, Baltimore, Md.; M. A. Harris, Elmira College, Elmira, N.Y.; Isabel Maddison, Bryn Mawr College, Bryn Mawr, Pa.; Florence Purington, Mt. Holyoke College, Mt. Holyoke, Mass.; Grace E. Bury, Pomona College, Claremont, Cal.; Bertha M. Terrill, University of Vermont, Burlington, Vt.; Laura M. Cornell, Temple University, Philadelphia, Pa.; Suzanne E. Throop, Middlebury College, Middlebury, Vt.; Eva Johnston, University of Missouri, Columbia, Mo.;

Mary W. Newberry, Ohio Wesleyan University, Delaware, Ohio; Bertha Hussey, Kalamazoo College, Kalamazoo, Mich.; Elizabeth Conrad, Earlham College, Richmond, Ind.; Mary Ross Potter, Northwestern University, Evanston, Ill.; Mary B. Breed, Carnegie Institute of Technology, Pittsburgh, Pa.; Ruth Loomis, Colorado College, Colorado Springs, Colo.; Sara B. Lovejoy, Pennsylvania State College, State College, Pa.; Elizabeth B. Bower, Pennsylvania State College, State College, Pa.; Caroline L. Humphrey, Radcliffe College, Cambridge, Mass.; Anna M. Klingenhagen, State University of Iowa; Fanny C. Gates, Grinnell College, Grinnell, Iowa; Elisabeth A. Thompson, Municipal University of Akron; Ella McCaleb, Vassar College, Poughkeepsie, N.Y.; Winifred Robinson, Women's College of Delaware; Edith Denise, Lake Forest College, Lake Forest, Ill.; Elizabeth L. Martin, University of Pittsburgh; Mabel K. Babcock, Massachusetts Institute of Technology; Susan H. Ballou, University of Chicago; Laura L. Cheever, Smith College, Northampton, Mass.; Clara Marshall, Woman's Medical College of Pennsylvania; Grace Fuller, Michigan State Normal College, Ypsilanti, Mich.

Students: Anne D. Blitz, student at Columbia University; Jane A. Cochrane, student at Columbia University.

COMMITTEE ON RESOLUTIONS

ETHEL PUFFER HOWES, *Chairman*

I

Resolved, That the Conference of Women Trustees present at a meeting of the Conference held at Bryn Mawr College April 14, 1914, recommend that the Collegiate Alumnae assembled for their thirty-second meeting request the National Institute of Arts and Letters to elect to their membership the following three women: Cecilia Beaux and Mary Cassatt as artists, and Jane Addams as a woman of letters.

Resolved, That this resolution be signed by the proper officers and sent to Mr. Robert Underwood Johnson, the permanent secretary of the National Institute of Arts and Letters.

Resolved further, That, should this be approved, the members of the Conference be furnished with the names of the leading men of the National Institute of Arts and Letters and make it their business to bring the matter before them, and that the committee on this subject be continued in charge of the matter. [Approved by the Biennial Convention.]

II

Resolved, That we, the members of the Conference of Women Trustees, composed of the women trustees of the colleges and universities belonging to the Association of Collegiate Alumnae present at two regular meetings of the Conference held at Radcliffe College February 14, 1914, and at Bryn Mawr College April 14, 1914, hereby affirm our belief that it is our duty as women trustees of the independent women's colleges, affiliated women's colleges, and

coeducational colleges and universities to promote by every means in our power the highest academic standards; to urge on our respective boards of trustees the adoption of a uniform and self-explanatory system of college accounting; to make it our business to see that the women teachers employed by our governing boards receive salaries equal to those of men teachers of the same academic standing, and are not assigned social and other non-academic duties not required of men scholars of equal rank (such duties being otherwise provided for); and finally to take active measures to secure for all women teachers in our employ the same opportunities of promotion in position and salary as are afforded men teachers of the same academic standing, and especially opportunities of promotion to head professorships in proportion to the relative numbers of men and women employed as instructors of higher grade in the colleges or universities which we represent.

Resolved further, That this resolution, if approved by the Conference of Women Trustees, be reported to the Biennial Convention with a request for its approval, and that, having received the same, it be signed by the proper officers of the Association of Collegiate Alumnae and be sent to the women trustees, presidents, and governing boards of all the colleges and universities belonging to the Association of Collegiate Alumnae, and further that the different branches of our Association be requested to bring this resolution to the attention of the governing boards of the colleges and universities in their respective states, and that the branches composed of women voters in the states of Wyoming, Colorado, Idaho, Washington, California, Kansas, Oregon, and Illinois be requested to endeavor to have elected as trustees of their respective universities men and women pledged to this policy. [Approved by the Biennial Convention.]

III

Resolved, That we, the members of the Conference of Women Trustees, composed of the women trustees of the colleges and universities belonging to the Association of Collegiate Alumnae present at two regular meetings of the Conference held at Radcliffe College February 14, 1914, and at Bryn Mawr College, April 14, 1914, hereby affirm our belief that every president of a college or university and every dean or chief executive officer of a woman's college affiliated with a college or university for men should be a member of the governing board of such college, university, or affiliated woman's college, either by regular election or *ex officio*, in order to increase the power of such executive officer to serve the college or university which he or she represents, to promote its interests in the community, to represent duly the trustees in the faculty and student body, and to forward the educational policies of the faculty in the governing board itself.

Resolved further, That this resolution, approved by the Conference at the two regular meetings held at Radcliffe College February 14, 1914, and at Bryn Mawr College April 14, 1914, be reported to the Biennial Council with a request for its approval, and that, having received the same, it be signed by the proper officers of our Conference and by the proper officers of the Association of

Collegiate Alumnae and be sent to the women trustees, presidents, and governing boards of the colleges and universities belonging to the Association of Collegiate Alumnae whose chief executive officer is not a member of the governing Board. [Approved by the Biennial Convention.]

IV

(This resolution was passed, but later reconsidered and action postponed.)

RESOLUTIONS TRANSMITTED TO THE ASSOCIATION BY THE CONFERENCE OF
AFFILIATED ALUMNAE ASSOCIATIONS

V

Resolved, That the chairman of such conference appoint a committee of three (3) to study the basis and methods for election of councillors and delegates from alumni associations of coeducational institutions which have been admitted to the Association of Collegiate Alumnae, looking toward their ultimate affiliation.

VI

Resolved, That the chairman of such conference appoint a committee, with full power, to study the desirability of intercollegiate press bureaus in different localities, and, if it seems feasible, to appoint such bureaus, the object being to prevent the dissemination of false news, and to carry correct information concerning our A.C.A. colleges.

VII

Resolved, That the chairman of such conference appoint, with power, an intercollegiate committee to consider, and, if deemed advisable, to supplement whatever is already being done in behalf of obtaining uniform class records *at stated intervals* from our A.C.A. colleges, the object being a scientific and statistical basis for facts, referring to health, occupations, writings, college affiliations, marriages, children, etc. [Passed by the Biennial Convention.]

RESOLUTIONS TRANSMITTED TO THE BIENNIAL CONVENTION AS INDORSED BY
THE CONFERENCE OF BRANCHES AND CONFERENCE OF AFFILIATED
ALUMNAE ASSOCIATIONS

VIII

WHEREAS, The Association of Collegiate Alumnae in its active work employs a relatively small number of its members; and it is an acknowledged fact that the interest of members of an organization is in direct proportion to the work they contribute, and

WHEREAS, There is an urgent need in all communities for intelligent and critical interest in, watchfulness over, and co-operation with municipal governments in their manifold and ever-increasing social activities, and also with other semi-public social agencies, be it

Resolved, That the Association of Collegiate Alumnae encourage the establishment in each branch, where desirable, of a Placement Bureau for Volunteers whose duty it shall be to supervise a survey and directory of socia

agencies in each community; to make a list of definite work which A.C.A. members and other volunteers can do in each community; to hold meetings and make bulletins to educate A.C.A. members about local civic needs; to supervise the volunteer work of committees or individuals in field investigations and the reporting of specific matter needing attention; and to place regular volunteer workers, A.C.A. members or others, according to needs of social agencies and the fitness of the volunteer; and

WHEREAS, It is desirable to promote the usefulness of the General Association to the branches, be it further

Resolved, That a committee be appointed by the Chair whose duty it shall be to prepare and keep up to date a full and detailed list of opportunities for civic and social service to be printed in the *Journal*; and that a summary of such list be sent to each member of the graduating classes of all accredited colleges with an invitation to join the Association of Collegiate Alumnae as an organization through which such work can be done. [Passed by the Biennial Convention.]

FROM THE BRANCHES

IX

The following was transmitted to the Biennial Convention as indorsed by the following branches: Central New York, Eastern New York, Southern New York, Mohawk Valley, Washington, Huntington, Philadelphia, Madison, Central Missouri, Nebraska, Spokane, Yakima Valley, Detroit, Montana, Southern California, San José, Oregon, Seattle, Tacoma.

WHEREAS, The interest of the educational world in the movement to bring about international justice and a better understanding between nations is markedly shown by the calling of an International Conference of Education at the Hague, September, 1914; by the increasing number of peace prize contests in colleges; by new college lectureships on international problems, and by the organization of teachers in nearly forty state branches of the School Peace League.

Resolved, That the Association of Collegiate Alumnae affirms its belief that the replacement of the system of war by the system of law is a prerequisite to any rapid advance in civilization and should be the subject of earnest study by college women whose influence may thereby be largely extended. [Passed by the Biennial Convention.]

A further resolution introduced by Mrs. Martin was passed as follows:

Resolved, That the branches be urged to study the question of peace as one of vital interest to educated women, influential in forming public opinion.

RESOLUTION ON A COLLEGE FOR WOMEN AT THE UNIVERSITY OF VIRGINIA

X

Resolved, That the Association of Collegiate Alumnae in biennial convention at Philadelphia, April, 1914, hereby indorses the efforts of the Richmond Branch of the Southern Association of College Women, and the men and

women residents of Virginia to establish a co-ordinate college for women at the University of Virginia.

Resolved further, That the Association urge its branches and its general members to do all in their power to further the passage in 1916 by the legislature of Virginia of the bill to establish this college. [This resolution was passed.]

XI

Resolved, That the Association of Collegiate Alumnae in biennial convention at Philadelphia, April, 1914, desires to express and to record its sense of loss in the death of nineteen of its members since the period of the last biennial convention. Of these, one, Miss Mary Coes, was long an officer of the Association; in many ways our leader, much beloved, and eagerly followed for her competent knowledge, wise counsel, and generous spirit. [Passed by a unanimous silent standing vote.]

RESOLUTIONS PASSED AT A MEETING OF THE CONFERENCE OF WOMEN TRUSTEES OF THE ASSOCIATION OF COLLEGIATE ALUMNAE HELD AT THE DEAN- ERY, BRYN MAWR COLLEGE, APRIL 14, 1914

Resolved, That we, the members of the Conference of Women Trustees present at the annual meeting of the Conference held at Radcliffe College, February 14, 1914, the first for four years not presided over by our late chairman, Dean Mary Coes, wish to place on record our sorrow for her untimely death, our gratitude for the wisdom and fairness with which she guided our deliberations, our admiration for those sterling qualities of mind and heart which made her an extraordinarily efficient executive officer, a progressive and broad-minded educational leader, and a dearly loved and trusted colleague and friend.

Resolved, That copies of this resolution be sent to President Briggs of Radcliffe College, the Association of Radcliffe College, and the Committee on Resolutions of the Association of Collegiate Alumnae at the next biennial convention.

XII

It is our pleasure to express, for the Biennial Convention of the Association of Collegiate Alumnae, its appreciation of the kindness and courtesy of those whose hospitality it enjoyed. We extend sincere thanks, first, to the Philadelphia Branch, which has provided, not only beautiful and comfortable rooms for our meetings and every material convenience, delicious repasts, and interesting excursions, but a warmth of welcome which has quickened us all. To the Provost and Faculty of the University of Pennsylvania, for their gracious entertainment in the unique setting of the Archaeological Museum; to Miss Thomas and Bryn Mawr College, for a day of inspiring thoughts and aesthetic pleasure, and to the hostesses who surrounded the segregated conferences with an atmosphere of home; to President and Mrs. Swain and Swarthmore College, for a delightful experience in scenes of historic augury for the aims of the Association, we wish to express our gratitude.

We extend thanks to the College Club for its charming welcome and its continuous and much-appreciated hospitality; to the institutions we have been so cordially invited to visit, and which we have found so interesting, each in its individual character; the Temple University, the Women's Medical College, the Sleighton Farm, and to the Curtis Publishing Company, for an unusual opportunity to behold the workings of great institutions.

To which of our kind hosts we owe the agreeable arrangement whereby we stayed in town in the rain, and went to the country in the sunshine, we are in doubt, but we desire at least to thank personally Miss Reilly, and the members of the Hospitality Committee, and Mrs. Brinton and the members of the Committee on Information for their untiring aid and wonderfully successful arrangements for this our first reorganized biennial convention. [This resolution was passed.]

COMMITTEE ON THE RECOGNITION OF COLLEGES AND UNIVERSITIES

ADA L. COMSTOCK, *Chairman*

At its meeting on November 21, 1913, your committee found itself in some perplexity as to its standard of academic rating. The Association had voted the use of Class I of the list of colleges and universities prepared by the Bureau of Education; but it had not taken into account the fact that this list might not be made accessible to the public. As a matter of fact this list, even in its first form, had been given only a brief and imperfect publicity; and in its revised form it had never been made public at all. The Commissioner of Education had courteously allowed Miss Francis, our General Secretary, to see the revised list; but we had no authority to publish her observations, nor could the Commissioner give us positive assurance that the list would ever appear in print. Under the circumstances, it seemed to us that we could best forward the work of the Association by taking up for study the colleges and universities in Class I of the original list, and by leaving to this convention the puzzling question of the advisability of continuing to use as our standard a list to which the public was denied access. Our first recommendation, therefore, presents for membership in this Association eight colleges and universities, all of which, with the exception of Colorado College, were included in the original Class I.¹

The few weeks prior to this convention have, however, brought about a certain change in our situation. A conversation which Miss Francis has had with the Commissioner of Education, and which is confirmed by letter, has given us renewed hope that the list prepared by the Bureau will some day be published; and has, in the meantime, assured us of free access to such information as we need for purposes of academic rating. In view of this brighter prospect, we submit our second and third recommendations.

For recommendations, see minutes, p. 56.

¹ Colorado College was omitted from the original Class I on account of lack of full information regarding it. Mr. Babcock, the author of the classified list, has given us a statement to this effect.

COMMITTEE ON FELLOWSHIPS

MARGARET E. MALTBY, *Chairman*

That the record of our Association for granting at least one A.C.A. fellowship a year for the last twenty-four years was not broken this year is due to the efforts of Professor Leach and to the generosity of a few individuals: Mrs. Morrison, our President, who turned over to this fund the entire appropriation made by the Association for her expenses, \$150, together with a personal check for \$50; Professor Emma M. Perkins, who raised \$205; Mrs. Rumsey; Mrs. Albright; and to others who gave small sums. Certainly the thanks of our Association are due to those who came forward so generously in this period of financial embarrassment when reorganization necessitated retrenchment in this function which we have always regarded as characteristic of the A.C.A.—and we might say the only continuous important function for these twenty-four years.

This year there were twenty-eight applications for the three available fellowships, viz., the Alice Freeman Palmer Memorial, the A.C.A. European, and the Boston Alumnae Fellowship, again generously offered by that association. Of this number eleven were obviously too inexperienced in graduate work, according to the standards set by our Fellows for a number of years. In view of this fact it seems wise to your committee to be more explicit in the announcement of our requirements, to make it clear that, in general, preference is given to those applicants who have completed *at least two years of graduate work* at the time of their application, and *who have a definite research in preparation*. This would ordinarily mean candidates who either have the Ph.D. or would have it before they began their work as our Fellows. Most of our colleges and universities provide scholarships or fellowships for their promising candidates for graduate degrees who need this assistance, but there are at present very few fellowships available for women after their Ph.D. is won. Often the year of study and observation abroad, when a woman is prepared to make the most effective use of the resources of European libraries and laboratories, at a critical time in her career, enables her to contribute to really productive scholarship. This is perhaps the Association's most effective means of promoting the intellectual interests of women. As an illustration of our aim the Anna C. Brackett Memorial Fellowship may be cited. This will be awarded for the second time next January. Its object is to train experts in the teaching profession by giving the woman of superior training and ability and some experience an opportunity to broaden her training and enable her if possible to make some constructive contribution to education in our country. We hope that other associations that wish to honor some leader may intrust funds for fellowships to our Association, since, through our extensive membership among alumnae of colleges and universities, we can get into touch with the ablest women students all over our country.

Of the 28 applicants for our fellowships this year 8 had either already taken the Ph.D. or expected to do so during the current academic year, and 4 had one year more of graduate work. According to the major subject the applicants

are grouped as follows: 4 in mathematics, 4 in chemistry, 3 in English literature, 3 in history, 3 in psychology, 2 in modern languages, 1 each in botany, sociology, and zoölogy, 6 scattering with little or no graduate work to their credit.

The Alice Freeman Palmer Memorial Fellowship was awarded this year to Miss Louise Fargo Brown, Ph.D., now instructor in the Department of History at Wellesley College. Miss Brown received from Cornell University her Bachelor's degree in 1903, and her Ph.D. in 1909. She was one year a graduate scholar in history, and later held a Cornell traveling fellowship in history. She spent two years abroad collecting material for her book on *The Political Activities of the Baptists and Fifth Monarchy Men in England during the Interregnum*. In 1911 this was awarded the Herbert Baxter Adams prize which is given every two years by the American Historical Association for the best essay in the field of modern European history. Not only the professors at Cornell under whom Miss Brown received her training in history, but also historians at Wellesley and in the Department of Historical Research of the Carnegie Institution of Washington testify to Miss Brown's admirable equipment and training for historical research and the presentation of her results in workmanlike, clear, vivid manner. It seemed to your committee that in awarding this fellowship to Miss Brown the Association was providing for a second noteworthy contribution to historical research, which would honor the woman in whose memory the fellowship is given.

Miss Brown plans to go to England to collect material for a biography of Anthony Ashley-Cooper, the first Earl of Shaftesbury. In her own words: "It will be a valuable contribution to American history, if I am able to get more light upon Shaftesbury's colonial theories and their relation to his actual accomplishment both as president of the Board of Trades and Plantations and as colonizer in the Carolinas and the Bahamas. A more thorough understanding of his relations with Locke will be valuable for the whole history of English dissent after 1660, as well as for colonial history. These are but two of a number of aspects of Shaftesbury's activities, which are worthy of separate treatment." In giving Miss Brown this opportunity to work among the Shaftesbury papers in the Public Record Office and in other English archives your committee feels sure that she will be able to make valuable contributions to historical research.

The committee awarded the A.C.A. European Fellowship to Miss Angie L. Kellogg, who was graduated from Vassar in 1903. She received the Master's degree in 1904, while holding at Vassar a fellowship in philosophy and psychology. She taught successfully in a high school for over six years. For the past three years she has been studying at Bryn Mawr, and receives her Doctor's degree this June. The first two years she held the resident fellowship in philosophy (an unusual honor to retain it the second year), and this year she has the Mary Richardson and Lydia Pratt Babbott Fellowship from Vassar, supplemented by a Bryn Mawr graduate scholarship with the title of Fellow by courtesy.

For years Miss Kellogg's attention has been drawn by broad humanitarian interests to a study of the theory of punishment, and her work has been so

intelligently directed toward preparing herself for the study of it that I shall give briefly her activities in that line. In the summer of 1911 she was superintendent of the Bureau of Charities of Watertown, New York, agent for the Society for the Prevention of Cruelty to Children, and probation officer. She was eight months in a law office to gain experience in investigating the facts of clients' claims, and in drawing up preliminary papers and briefs. She did this for the experience and knowledge of human nature, and also for the elementary knowledge of law, not with any idea of making it her profession. In the summer of 1913 she was an officer at the New York State Reformatory for Women, where her duties were chiefly educational. She has also visited for varying periods many important reformatories for boys and girls and women in Pennsylvania, Rhode Island, Massachusetts, and New York. Her object has been to observe the methods of discipline and to make inquiry concerning the genesis of these methods. Miss Kellogg has supplemented this observation and study of the philosophy underlying it by courses in economics and sociology and methods of social research. In the words of one who knows her: "When to these interests are added scientific training and abilities of the first order the usefulness of her efforts cannot be considered doubtful."

Miss Kellogg plans to attend the lectures of certain European ethicists and sociologists, and to study at first hand the principles and methods in vogue in European schools and reformatories. Certainly in the opinion of her professors, of Miss Katharine Davis, commissioner of the Department of Correction of the City of New York, and of those who have had an opportunity to observe her work, our Association is wise to aid Miss Kellogg to study this subject which now demands attention in all civilized countries.

The award of the Boston Alumnae Fellowship was made to Miss Olive C. Hazlett, who is a graduate student in mathematics at the University of Chicago. Miss Hazlett was graduated from Radcliffe in 1912 with the distinction *magna cum laude* in mathematics. She completed the requirements for the degree in three years by anticipating college work and taking Harvard summer-school courses. The last two years she has been studying at the University of Chicago, holding a fellowship in mathematics. She took her M.A. degree, presenting a thesis on the "Invariantive Characterization of Linear Associative Algebras in a Small Number of Units," which was given before the mathematical club of the University and before the American Mathematical Society, and won her election to the Chicago Chapter of $\Sigma\Xi$. She will probably complete the work for her Ph.D. next year as Fellow of the Boston Alumnae Association at the University of Chicago.

Her professors testify to her unusual scholarship and to her critical and creative mathematical ability. "Not merely does she thoroughly assimilate and understand the lectures she attends, but she has the ability to pursue independently original investigations." Miss Hazlett is the enthusiastic student of promise whom the Boston Alumnae Association is to help to win her doctorate.

Your committee feels no hesitation whatever in presenting the names of three such promising candidates for our fellowships, and it believes the Associa-

tion honors itself in enabling these women to make their contributions to American scholarship.

Our present European Fellow, Miss Ruth Holden, who is working at Cambridge University, England, will be able to continue her work next year as Alice Freeman Palmer Fellow of Wellesley College. Last summer Miss Holden spent in fossil-hunting on the eastern coast of Scotland. As yet she has not had time to investigate thoroughly the material collected, but from a preliminary examination it bids fair to be of considerable interest. She has been attending lectures in botanical courses corresponding to those from which Harvard excludes Radcliffe students and has found them very profitable. She writes: "Aside from this regular work, I have devoted as much time as possible to research. Professor Seward suggested that I collaborate with him in the examination of a collection of fossils sent here by the Director of the Geological Survey of India, and the comparison of these specimens with those of the same age from England and the Continent has proved exceedingly interesting. To complete this work will take the best part of another year, but I have prepared for publication three papers dealing with points of special interest which have already turned up."

REPORT OF THE SECRETARY-TREASURER

KATHARINE E. PUNCHEON

The financial report of the Secretary-Treasurer from June 1, 1913, to April 1, 1914, is attached and shows the receipt of \$5,800.10, which has been transmitted to the Bursar. A study of the membership indicates an encouraging gain over last year's report, the net increase in membership to date being 378. The net increase in membership for last year at the close of our fiscal year, June 1, was 239.

The change in the fiscal year from October 1 to June 1 has caused little or no confusion. On May 1, the Secretary-Treasurer sent notices to the branches asking that dues for the coming year be paid as promptly as possible and requesting that all dues be paid by January 1, in order that the Association should not be put to the expense of sending the *Journal* to those who did not expect to continue their membership. This request was responded to more generally than I had reason to expect. We did not, of course, receive all dues by January 1, but by that time we had received a goodly sum with explanations of delinquency.

On May 1, bills for their dues for the coming year were mailed to general members, and their response was sufficiently prompt to give us funds for current expenses until branch dues were received in October. On January 1 a second notice was sent to those general members whose dues had not been received, and in February a note to branches, asking that their financial reports be made complete by April 1, in order that the report to the Convention should show our income for the year as accurately as possible.

Since April 1 I have received \$295.00, making a total received to date of \$6,102.10.

The cordial response of branch treasurers and their real interest in keeping accurate accounts and in following up the membership has been most gratifying and helpful. Whatever steps could be taken to increase our membership or to hold members already in the Association have been taken. When information has come that a member has moved from one place to another, notice of such removal has been sent to the branch in the new city. General members have, as far as possible, been urged to join branches, and the name of every new general member near a branch has been sent to the secretary of that branch. The treasurers have reported many cases of members drawn into their branches through these letters.

A gratifying item in the financial report is the sum of money received for dues in arrears. For branch members \$202, for general members \$63, as against \$113 and \$4 of the last year. Following the direction of the Council, alumnae of the new colleges have been enrolled as members of the Association, although the fifty required by the By-Laws were not registered.

During last year Bryn Mawr College and Radcliffe College affiliated with the Association and paid their dues late in the fiscal year. These dues were entered in our last year's financial report; but the understanding with these Associations was that they were to be credited with membership for the year 1913-14. Since the beginning of the present year Smith College, Wellesley College, and Barnard College have joined the group of affiliated associations.

During the past year the General Secretary and myself have continued our effort to divide the duties of the two offices logically and systematically, and have come to certain conclusions with regard to this problem, which I shall be glad to have considered at the proper time.

At the Council meeting in March of last year I asked for direction as to the responsibility and duties of the Secretary-Treasurer in the payment of bills. As the result of this question a committee was appointed to define the duties of the Secretary-Treasurer in this regard, and made a report to the Council. The Council directed me to inaugurate the financial system recommended with the beginning of the new year, June 1, 1913. This direction I have not been able to carry out because, on investigation, a question of constitutionality was involved which made it seem wise to postpone any change in our financial system until the Convention should have acted upon the recommendation of the Council. Therefore, the question of the duties of the Secretary-Treasurer is still before this body.

During the year circumstances made it necessary for the chairman of the Membership Committee to resign her office. At the request of the President I assumed that work as an experiment, in order that we might find out if duplication could be avoided if the Secretary-Treasurer should be chairman of the Membership Committee. Most of the work of the Membership Committee had been completed before Mrs. Greene resigned; but it seems very certain that duplication in correspondence can be avoided and some saving in confusion if this work should be left with the Secretary-Treasurer. To that end I would

suggest that this arrangement be continued until the next meeting of the Council or the Convention when a more definite report could be made as to the advantages and disadvantages of such a plan.

The mailing list for this Association presents rather unusual difficulties. The chairman of the Publication Committee has aptly called our membership "fluid." It moves, it marries, it drops out, it goes abroad, it forgets to pay, and, above all, forgets to notify the Secretary-Treasurer of any of these things. Our difficulties are greatest in the effort to keep an accurate mailing list for the *Journal*. Heretofore, our addressing has been done by the University of Chicago Press from a card catalogue. That, I think, is an unsatisfactory method, and it is rather expensive. Upon my request for suggestions the University of Chicago Press brought before me the advantages of an addressograph list, the original cost of which would be, for 6,000 names, probably \$250; the cost of proof for each issue \$3. After the original outlay of \$250 there would be a considerable saving in the distribution of the *Journal*. Before each issue proof would be sent to the Secretary-Treasurer for correction and returned to the Press with corrections noted thereon, and the Press reports that the use of this addressograph list obviates inaccuracies and effects a considerable saving in distribution. I should, therefore, like to recommend to your consideration this plan. The Council meeting in Chicago last March suspended the publication of the *Register* for last year. During my term as Secretary-Treasurer I think I have had but two requests for the *Register* of the Association, and according to the financial statement of the year 1911-12 the publication of the *Register* cost the Association \$1,163.12. A grave question arises in my mind as to whether this Association is justified in expending this sum of money to publish names and addresses of its members once in two years, especially when one considers that such a list is of necessity inaccurate before it has left the press. This question should be given further consideration at this time and a policy established. The addressograph list, of which I have spoken above, could be secured by anyone desiring the names and addresses of the membership of this Association for approximately \$3. A very few want this list, but those who do would find such proof sheets much more accurate than any *Register*. The further purpose of the *Register*—that of listing our former officers, present officers, the holders of fellowships, and honorary members—could be secured, it has seemed to me, by using one issue of the *Journal* once a year, or once in two years, to publish this information. I, therefore, submit for your decision the question as to whether the *Register* shall or shall not be continued as has been the former policy.

In this report I have endeavored to touch upon questions of importance which have arisen in the office of the Secretary-Treasurer within the last year. While the detail work in the office has increased materially, the results have, on the whole, I think, been encouraging, and the cordial response from the membership at large has made the service a pleasure.

FINANCIAL REPORT

June 1, 1913—April 1, 1914

Moneys received:

Contribution to salary of General Secretary, 1912-13.....	\$	10.00	
Dues, Affiliated Alumnae Associations			
Wellesley College.....		150.00	
Smith College.....		150.10	
Barnard College.....		70.00	
Returned from estate of Mary Coes.....		50.00	
Dues, Branch members			
Current.....	\$	3,373.00	
New.....		924.00	
Arrears.....		202.00	
Advance.....		27.00	4,526.00
Dues, General members			
Current.....	\$	538.00	
New.....		241.00	
Arrears.....		63.00	
Advance.....		9.00	851.00
			<u>\$5,807.10</u>
Returned to branches, account errors.....			7.00
			<u>\$5,800.10</u>
Transmitted by check to Elva Young Van Winkle, Bursar.....			\$5,800.10

REPORT OF MEMBERSHIP

June 1, 1913—April 1, 1914

Current members paid, 1913-14		Members lost, 1913-14	
Branch.....	3,373	Resigned—Branch.....	325
General.....	538	General.....	13
	<u>3,911</u>	Dropped—Branch.....	279
New members, 1913-14		General.....	82
Branch.....	924	Died.....	19
General.....	241	Mail returned.....	53
	<u>1,165</u>	Abroad, excused.....	15
Members unpaid, 1913-14			<u>786</u>
Branch.....	827		
General.....	77	Net gain in membership, 379	
	<u>904</u>		
	5,980		

REPORT OF THE GENERAL SECRETARY

VIDA HUNT FRANCIS

The report of a General Secretary is of necessity so much a duplication report that I find myself in the curious position of not wishing to omit anything from the story of a very interesting year's work and yet not daring to tell it all because it would in so many cases be the same as the reports already in or to be given of committees, conferences, and branches. In my report I shall follow the order given in the By-Law defining the duties of a General Secretary.

Throughout the entire year I have spent six and a quarter hours a day in correspondence and actual conference (except two weeks spent in a hospital last July). This does not include the time spent on trains, during which I often accomplished some of my best work, nor allow for any Sundays. If these are counted it makes an average of nine and a half hours a day in actual work.

I have visited nine branches; have met with seven committees; and have made twenty-seven special visits away from Philadelphia for conference with chairmen of committees and with vice-presidents, and in three cases with councillors.

I have represented the Association in the National League of Organizations of Women, in Washington, D.C.; in the Conference on Training in Citizenship, in Philadelphia; in the Educational Conference, in Columbus, Ohio; in the Education Department of the Federation of Women's Clubs, in Swarthmore, Pennsylvania; in the Intercollegiate Conference on Vocational Training, in Boston; at the inaugurations of President Powell of Hobart and President Guth of Goucher; and at the Memorial Services held in honor of Dean Mary Coes, at Radcliffe. The Association was represented at the International Peace Conference in St. Louis through resolutions, by Miss Puncheon at the International Conference on School Hygiene, and by Mrs. Clarke at other conferences.

I beg to report that all the colleges admitted at the Chicago Council acknowledged their recognition with letters of interest and enthusiasm. All the officers, chairmen of committees, and other members accepted with good will and alacrity the duties assigned to them. In August, 1913, one of our most trusted and beloved officers—Miss Mary Coes—died suddenly and unexpectedly. Mrs. Arthur M. Greene resigned the chairmanship of the Membership Committee in December, 1913. No other vacancies have occurred during the year to my knowledge.

In June, 1913, the Wellesley and Smith Alumnae Associations were affiliated with the Association of Collegiate Alumnae—thus giving five affiliated associations at present, Radcliffe, Bryn Mawr, Barnard, Wellesley, and Smith.

It has sometimes seemed as if I did a great deal of useless "running to and fro"; but, when the spirit of the Association *as a whole* is appreciated, the "running" has justified itself. Branches which were dying of inanition have become active and even aggressive through learning what other branches were doing or had accomplished in similar situations or along similar lines. From

a number of branches has come the word, "We are beginning to feel as if we really belonged to something more vital than a name"; and almost every branch reports actual growth in members as well as enthusiasm. When the reorganization was adopted we had forty-nine branches. Now, in only an eighteen months' trial, we have added thirteen new branches, making sixty-two in all. Of course, this may be merely a sudden spurt, but it is not so indicated in the interest being shown by each and every section of the country; and, since we have our sectional vice-presidents, I feel sure this interest will be cultivated and made to bear fruit.

One of the duties of the General Secretary is to bring before the Association ideas of future work. Some of these ideas were the basis of the planning of the program and are, therefore, known to you; but I would, nevertheless, like to present them formally at this time.

First, That each branch give some actual help to the movement for making each A.C.A. branch an outpost in the advance of concentrated and efficient vocational help to girls and women.

Second, That each branch prepare itself to help Miss Lathrop in her work in the Children's Bureau. Such help, if possible, to be in the form of the research work asked for by Miss Lathrop after she has made a careful study of the geographical and strategic locations of our branches.

Third, That the General Association shall organize a national committee on "foreign students."

Fourth, That the General Association encourage and promote state work in school surveys, etc., as already exemplified by California, Ohio, and Rhode Island.

Fifth, That the General Secretary and a committee be authorized to find out whether it would not be possible to make a Bulletin of information concerning colleges and to publish it in conjunction with the United States Department of Education.

Sixth—and, if I may add a personal word, the most important of all, at this immediate present—That a member or committee be appointed to find out and put into simple and interesting form the achievements of the A.C.A. In other words, that such a committee provide us with an effective answer (which we know exists but do not know how to state or find ready stated), a really effective and yet inspiring answer to the questions: "What is the A.C.A.?" "What has it ever really done?"

CONFERENCE OF DEANS OF WOMEN HELD AT BRYN MAWR, PENNSYLVANIA, APRIL 14, 1914

MRS. M. B. JORDAN, Chairman

1. It was the general opinion that extra curriculum activities form a valuable part of student life, but in order that they may not be carried to such excess that health and academic work suffer, the following suggestions were made as to methods of restricting them:

a) The point system either as carried out by the students themselves or as enforced by the faculty.

b) The basing of eligibility for any office on the record of the previous semester and the number of hours and grade of work carried on at the time.

c) The estimating of various extra curriculum activities in terms of academic hours with a view to keeping the combined total of curriculum and extra-curriculum hours within a definite limit.

d) The possible elimination of many existing organizations which seem to have no definite value to either the university or the student.

e) The limiting of the purely social activities to certain days and hours.

2. It was considered desirable to advise students seeking financial aid during their college course to enter with at least sufficient funds for the first year of the college work. The systems of college co-operative houses and of loan funds seem to be the most satisfactory methods of helping self-supporting students. The presence in any college of a body of self-respecting students who are able to maintain a good standard of scholarship along with self-supporting efforts acts as a tonic to the student body.

3. The excellent report of Dean Fitch on standards of social life will be printed in full at a later date, the time and place to be determined by Dean Fitch.

4. The general subject of the efficiency of college women took up the afternoon session. The Conference deprecated the attitude on the part of certain students who apparently expect from their college courses entertainment rather than rigorous mental discipline. The following possible ways of meeting this attitude were suggested:

a) That a more definite purpose be injected into the college course through a more systematic effort to connect the possibilities of the curriculum with the need of the individual student and the demands of the world.

b) An insistence upon more thorough and scholarly methods of work.

c) A more careful regard for the physical condition of the students was considered essential. The possibility of a definite physical requirement for entrance to college was discussed, but the idea was dismissed as impracticable in the majority of institutions.

A motion was carried that the Chair appoint a committee to assist her in drawing up a report of the Conference. The Chair appointed the secretary, Dean Potter of Northwestern University, Dean Humphrey of Radcliffe College, and Dean Klingenhagen of the State University of Iowa.

Dean Mathews of Wisconsin was chosen chairman of the Conference of Deans to be held in San Francisco in August, 1915, and Dean Allen of Leland Stanford University, vice-chairman.

In closing, the members of the Conference of Deans wished to express their thanks and grateful appreciation of the generous hospitality afforded them by Dean Reilly.

ADDRESS OF THE PRESIDENT

MAY TREAT MORRISON

According to tradition, at the close of her term of office, the Association accords the retiring president, as a "reward of merit," a few quiet moments for an interchange of confidences.

On the program appears the formal and forbidding word "Address." In its place, I bring you simply a message, relating to the history and policies of the Association with an outlook into the future. During my term of office, certain problems and policies have awakened in me such a deep personal interest that in this exchange of confidences I feel myself permitted to bring them before you as the burden of my simple message of farewell.

For an intelligent discussion of present problems a history of the past is invaluable. A glance at the past leads up to an outlook into the future. What we *may do* is conditioned by what we *have done*.

It was only thirty-two years ago, just eighteen years short of being half a century, that the Association of Collegiate Alumnae came into existence. A small group of women who had graduated from college found themselves, in the early eighties, in a world which expressed little sympathy with their college hopes and their college ideals. The members of this little group, individually, held the value of a college course to be of such supreme importance that they joined forces in order unitedly to render assistance and lend inspiration to other young women who were fired with the same ambition to go to college.

In the late seventies colleges and universities were beginning to open their doors to women, but with the greatest reluctance. Even in the early eighties popular sympathy with the movement had not yet awakened. Conservative papers lamented the fact that the women who were permitted to suffer the baleful influence of four years spent in college walls would be unsexed thereby. Comic papers cartooned and laughed to scorn the women who aspired to do men's work in college. In prophetic words the doom of the home was foretold. The death-struggle of marriage itself was predicted.

As if inspired, the young Association pushed on its work in the face of opposition and prejudice. The A.C.A. not only helped and urged girls to go to college, but it developed among college women a spirit of comradeship which has ever remained a strong sustaining force in this Association. There was work at hand for the young Association to do,

and there was plenty of it, work well worth the doing. Enthusiastic graduates caught the inspiration of the Association and worked with heart and soul for its future usefulness and success. The A.C.A. in its early years was representative of the whole body of college women. This period may be called the youth of the Association.

The next period in the history of the Association was contemporaneous with one of the most important periods ever known in the history of the world. A new Renaissance was at hand, marked by rapid and significant changes. Of all these great changes, the greatest change occurred in the position and activity of woman. In spite of conservatism and prejudice an almost unlimited range of effort quickly opened before her. New and great responsibilities were placed upon her, responsibilities which she assumed with earnestness and which she prepared herself to sustain with satisfaction. With phenomenal rapidity, woman took her place, not only in the industrial world and in the commercial world, but in the professional world as well.

College doors, which had been firmly barred to women, opened with amazing rapidity in all parts of the country. With the increase in the number of graduates the membership of the Association grew apace. With this largely increased membership, the Association entered upon the second period of its history, its period of transition.

The life of an individual, a republic, or a nation is marked somewhere in its history by a transition period, and this transition period in the life of the A.C.A., to my mind, was coincident with the period marking the world's greatest activity. Strange to say, after entering its transition period, the early victories of the Association, instead of increasing in number and magnitude, as might have been expected, began to grow a little less marked, almost inappreciably so at first. Almost unnoticed, the brilliant records of its early era of achievement began to grow a little dimmer, its activities a little less striking. As time went on, it grew manifest to many that the results of the work of the Association were not measuring up to the results of the brilliant early years. At increasing intervals these startling questions were asked by members and branches: "What does the A.C.A. really stand for?" "Is there still valuable work for our Association to do?"

The early attack of the A.C.A. in opening to women the doors of colleges and universities was a brilliant one. The sympathy and help it extended in its early days to women entering college have passed into history. As a result of the efforts of the A.C.A., sympathetic public sentiment was created, in consequence of which, in a comparatively short period of years, "the task of securing to women the higher education" was successfully ended.

The deep conviction and resolute courage needed in the early years were no longer necessary in the quest for the "higher education." Higher education became so popular as to be pronounced a fashion.

For the Association, a chapter of work had been closed, an important duty had been performed. An allied duty, however, was pressing close at hand to fill the place made vacant. The active spirit of the times was urging the A.C.A. to render the same trained and brilliant assistance in opening to women the doors of opportunity into new avenues of the world's work.

A great opportunity had come to the A.C.A.—an opportunity immensely to increase its usefulness by rendering assistance, sympathy, and help to the women who were successfully trying to remove barriers that were impeding woman's activity in the directions of social betterment and political advancement.

The A.C.A., which had been even radical in its efforts to secure to women enlarged opportunities for collegiate life, now grew strangely conservative regarding any active attempt to secure for women enlarged opportunities for advancement along social, philanthropic, industrial, and civic lines.

A very large body of women outside of college walls, only a small number of whom were college women, became cognizant of the needs of the hour and without delay federated in city, county, state, and nation. As a result, the National Federation of Women's Clubs sprang into existence and gained for the time being what this Association lost, the loss of what one of our members has aptly termed "the splendid thrill of corporate life."

The branches of the Association—the working units—scattered the length and breadth of this great land, began to feel the need of progress, experiment, and necessary change. The A.C.A. had always stood uncompromisingly for the highest attainable standards of scholarship. The opportunity had now come for the branches to turn to the Association and ask for help in applying these same high standards to the large work in philanthropy, social usefulness, and civic reform opening before the branches on every hand. The A.C.A. seemed powerless to reply, and, following the line of least resistance, continued its work as originally planned, with one inspiring cause of its early enthusiasm missing: its early work in "clearing the way" for young women to go to college had practically ended.

The Association was now beginning to awaken to the fact that during the youthful days of the Association demands had been made from *within*, demands to vindicate the rights of women to the privileges and benefits of the higher education. In popular sentiment there had been,

as it were, a change of base, and the Association began to realize that now a demand was coming to them from *without*, the demand made upon college women to vindicate to the world, in service and leadership, the value of the education they had received.

The early questions: "Shall women go to college?" "Will college life injure woman's health?" had been long since satisfactorily answered and forgotten. In their places were substituted the new questions: "Does college life develop in women high ideals of service?" "Does college life train women to noble leadership?" "Are college women better fitted, thereby, to lead in movements that make for the general good?"

With a sense of realization that the conditions of life and growth within the Association were changing rapidly, the time had come for the Association actively to study its problems, carefully to review its policies, and to determine with exactness the cause of present deficiencies.

It is at this point that the Association enters upon a new period of its history—its transition period had passed, the *present* was at hand. The period of transition should by no means be recorded as a period of inaction. Splendid individual pieces of work were submitted, but the volume of completed work was not in proportion to the possibilities for achievement latent in the Association; a mere halt had been called in the great onward march of the Association.

With study and thought it became clear that if, in the period just passed, the A.C.A. had not correspondingly and sympathetically conformed to the phenomenal changes which were taking place in the life and activities of woman, if the A.C.A. had not given assistance to her branches, it was in large measure because she had been unable to do so because of lack of sufficient administrative equipment. In order to assume new duties, increased perhaps one hundred fold, radical changes in administration were found to be imperative.

At this crucial moment one of the members of this Association, a president of one of its recognized colleges, a pathfinder and a path-maker for women in all lines of effort, civic and social as well as intellectual, fearlessly expressed the strong conviction that in the history of the Association the time had come to "reorganize." Her resolution in favor of reorganization was submitted to the Cincinnati convention. Startling as the resolution seemed at the first moment, it was carried by a large majority. A committee was at once appointed to formulate a plan for reorganization to be submitted at a later date.

"Reorganization" is a large word and a larger task, especially when assigned to a committee with members living as far apart as the Atlantic and Pacific seaboard. For so large and important an Association it is

indeed a serious task to prepare an entirely new working basis which shall harmonize with the exacting condition imposed by modern progress. The committee, weighted by its unusual task, moved slowly at first but soon began to gain momentum from its own progress.

After full discussion in all of the branches of the Association the "Revised By-Laws" were submitted to the Ann Arbor convention in November, 1913, for acceptance or rejection.

The stress and strain of the first days of that convention will never be forgotten by any member who was present. On the morning of the opening session the atmosphere of the assembly room, weighted with uncertainty and foreboding, seemed to "the Chair" as frigid as though a mild frost had fallen in the night. In a few short hours, a feeling of warmth began to pervade the room, the air grew milder, and before the session closed, the sunlight of good will and confidence seemed to radiate from every face.

The long preparation had ended and "Reorganization" was accepted as the new policy of the Association. It had assumed new and important duties; it had resolutely entered upon a widened range of activities and had begun with enthusiasm to make preparations for strengthening its position and improving its equipment.

The By-Laws, as adopted, provide for the strengthening of the administrative equipment of this Association along modern scientific lines. An attempt has been wisely made to apply to the administration of this Association the successful business methods of everyday life. Perhaps this sounds like applying material methods to things immaterial; it may perhaps sound like the application of the measuring rod to things spiritual. Such is not at all the case. Modern times demand modern methods and according to modern methods every club and association, as well as every college and university, demands scientific management. Scientific management applies as intimately to the college and university as it does to a modern railroad or a successful department store. It means nothing more than the application of modern business methods to all lines of work, spiritual, material, intellectual. Modern scientific administration, wherever applied, demands that two vital needs shall be successfully supplied: first, the need for well-trained and well-paid officers; secondly, the need for sufficient revenue.

In the report of the Committee on Reorganization, the chairman, in referring to the new By-Laws, makes the following statement: "We have had constantly in mind the best way of securing for the Association leadership of the highest kind, money to enforce its policies, and money to carry on its work." This paragraph sums up the essential principles of scientific administration.

The new By-Laws embody a new method of democratic voting, each branch is entitled to the full vote of all its delegates, and the strength of the branch as one of the units of the Association is counted by the number of members in the branch itself.

The new By-Laws provide for a central governing body, the Council. The councillors are chosen from the branches, from the general members of the Association, and from the faculties of colleges and universities.

The new By-Laws provide for sectional representation by giving each of the ten geographical sections of this country a vice-president who by virtue of her office becomes a member of the Board of Directors.

The new By-Laws explicitly provide that the academic members of this Association cannot fail to be represented in the deliberations of the Council. The faculty of every recognized college in this Association sends a councillor to the annual meeting of the Council.

The new By-Laws with great care have arranged for conferences. The Conference of Deans organized several years ago set the pace so successfully that there are now in the process of formation conferences of women trustees of A.C.A. colleges, conferences of college professors, of presidents of Alumnae Associations, of school teachers, and of social workers. At this Biennial, a conference of the presidents of alumnae associations will be held for the first time.

As important as are these last-named provisions of the new By-Laws, they in no wise lessen the significant necessities of paid officers and more money. In this Association its most important officers must be chosen from the group of women who combine intellectual power with great executive ability. There are women in this Association who can formulate successful policies with the skill of a diplomat and the wisdom of an ambassador. There are women, members of the A.C.A., who have received the "baptism of fire" for work of this kind. They are the women who, with ability wisely to counsel committees and enthusiastically to advise the branches, will be able to awaken enthusiasm and create inspiration. For service rendered, the most important officer of this Association should receive a salary so amply generous as to enable her to give her entire time and thought and strength to the sole work of co-ordinating, expanding, and developing the work of this Association.

The branches of this Association, its integral units, fifty-three in number, scattered over three thousand miles of territory, need and must have a central office and a central officer to whom they may unhesitatingly refer for advice and information. This officer will help the branches to expedite their work, harmonize their ideas, eliminate the useless and commonplace from their programs, and push forward their progressive, constructive work.

Such an officer should be relieved of the routine business of the Association. This routine work should be in the hands of the several volunteer officers of the Association. A member of the A.C.A. has well said: "May we always hold firm to our volunteer officers; for the volunteer service of loyal members is a tonic force in any Association."

There should be a second officer properly salaried, into whose hands should be given the important work of caring for the necessary dollars and cents, of closely following and studying income and outgo, who shall be fitted to administer the finances without waste, and who shall be able to devise ways and means for increasing revenue. To my mind, it is inconceivable to think that the duties of a large office, that shall intellectually guide and direct, and the duties of a large office, that shall properly administer revenue and expenditure, can be successfully merged and presided over successfully by one and the same officer.

The most important officer of this Association must give her time to developing new policies and initiating new lines of work. In order to keep in active communication with the branches she must travel and personally visit different sections of this country.

If the A.C.A. will continue to sustain the lofty ideals of scholarship it has held in the past; if it will also continue to sustain, in the future, lofty ideals of achievement in the world's work; if it will begin at once "to *do* noble things, not *dream* them," then in a few short years the membership may be counted not by thousands but by tens of thousands.

In the period preceding reorganization, during the time when the Association was quietly and carefully studying its problems, two distinct lines of policy were formulated by two distinct groups of members following divergent lines of thought. These lines of policy I name generally as, first, a policy of concentration, secondly, a policy of expansion. The exact number of members constituting these two groups may not be easily determined.

Members of the early pioneer group and members of this Association who are actively connected with the work of colleges have expressed to me a belief that the A.C.A., having completed the work for which it was originally organized, should, as constituted at present, pass out of existence. In accordance with this policy, the work of the Association should be limited to the powerful body of trained experts in education at present members of this Association; the presidents of colleges, the deans of women, the trustees of colleges and universities, the professors and instructors would properly compose this group. This group, then, without interference might maintain its integrity as a purely educational body, and might be in a position to give to the world specialized work of a very high order. The branches would cease to exist as parts of the

Association, but might continue an independent existence, as local clubs, should they so desire. The meaning of the phrase "organized for practical educational work" would no longer be open to debate.

The second group, with a far greater membership, has formulated a policy of expansion. They proclaim for the Association "it is life and fuller life" that it wants. This group regards the branches as the living integral units of this Association. Recognizing the immense possibilities of mutual human co-operation, this group urges the Association to develop the best methods of securing the most efficient co-operation between branch and branch and between the general branches and the Association itself. It maintains that our members engaged in active college work and in the work of civic reform and social welfare shall all be welded together as a united whole.

As a member of this group I give my own definition of its policy as follows: "As graduates of colleges, we are beneficiaries of the highest education our country affords. We must accept the duty imposed thereby, and having prepared ourselves for intellectual leadership we must join in the work for human welfare and human betterment."

Co-operation and expansion are the watchwords of the century. Personally I look forward to a time, not far distant, when there shall be a carefully defined affiliation between all existing national organizations of women. We are asked at this meeting to send representatives to such a council. Think what it would mean to the A.C.A., in the face of some needed reform, to be able in the twinkling of an eye to add to the force of its own membership the support of ten, twenty, or one hundred thousand women as champions of the same cause.

Should it become expedient to organize an academic group, may it be organized within the Association and not without. Properly affiliated with the A.C.A. as one of its component parts, the benefits would be mutual. The A.C.A. would be in a position to ask and receive expert advice. The academic group would be in a position to ask and receive something almost inconceivably valuable, the supporting force of thousands of interested women.

When, under the inspiring guidance of an intellectual and executive leader, the work of the branches will have been established in civic, social, and educational lines, then, as if by magic, interesting and inspiring lines of work will open on every hand. There will be work, and plenty of it, work well worth the doing.

With interesting and inspiring work waiting on all sides, branch membership will increase with a rapidity hitherto unknown. As one of the happiest of results, the Association will then succeed in attracting into its ranks the young college women, the recent graduates. As we

view with pride the training and achievements of the young college women of today, let us resolve at once to give some of them representation on the working force of this Association. We need not fear that they will falter when given responsibility as members of the Council. It is a cause for alarm when this Association fails to recruit its ranks with young women. The future of the Association rests in their hands.

With intellectual leadership, with increased membership, with money to carry on its work, the long-hoped-for day will come when the Association will at last stand ready to carry out the second clause of Section 1 of our charter. This clause defines a hitherto neglected purpose of this Association in the following words: "The second purpose is for the collection and publication of statistics and other information concerning education."

Our Committee on Publication may then be freed from the painful necessity of forcibly compressing articles into a limited space, of weighing pages and counting postage stamps. The Committee on Publication will be in a position to compile complete statistics, to preserve and distribute full branch histories, and, above all, to give to the world printed articles of great value. Some of our scholar members may then be enabled to give to the world some treatise which will prove to thirsty minds a refreshing draught from the deep well of pure knowledge. Some of the world-renowned educators in our midst will be given the opportunity of dipping their pens in fire to give a message of great value to a waiting world. Our Fellows and our postgraduates, in printed treatises, pamphlets, and manuscripts, may record for the first time great scientific discoveries.

Then will the A.C.A. be in a position to come into its birthright and become the leading and most powerful Association of women. When results, in sufficient number, justify to the world the values of the Association and its work, revenue will flow into its treasury in the form of gifts, endowments, and legacies.

But one word more in closing. Whatever success may attend this Association in the future, may it never grow unmindful of the unselfish devotion of the volunteer officers of the past, nor ever become forgetful of the devoted self-sacrifice of its pioneer women.

FELLOWSHIP ANNOUNCEMENTS

ALICE FREEMAN PALMER MEMORIAL FELLOWSHIP

This fellowship of five hundred dollars is available for study in Europe or America.

Candidates for this fellowship must hold the degree of Doctor of Philosophy or must present work which would entitle them to the Ph.D. degree.

Applications for this fellowship for the year 1915-16 must be in the hands of the committee on or before January 1, 1915, and should be addressed to the chairman of the Committee on Fellowships.

MARGARET E. MALTBY

Barnard College, Columbia University
New York City, N.Y.

THE ANNA C. BRACKETT MEMORIAL FELLOWSHIP

This fellowship of \$640 is available for the year 1915-16 for study in Europe or America.

The fellowship is open to any woman holding a degree in Arts, Science, or Literature, who intends to make teaching her profession; in general, preference is given to those candidates who have completed at least two years of graduate work and have had successful experience in teaching. The award is based on evidence of the character and ability of the candidate and promise of success in teaching.

Otherwise the conditions are the same as those prescribed for the A.C.A. European Fellowship.

Applications for this fellowship for the year 1915-16 must be in the hands of the committee on or before January 1, 1915, and should be addressed to the chairman of the Committee on Fellowships.

MARGARET E. MALTBY

Barnard College, Columbia University
New York City, N.Y.

EUROPEAN FELLOWSHIP

The Association of Collegiate Alumnae offers a fellowship of five hundred dollars for the year 1915-16, available for study in Europe.

The fellowship is open to any woman holding a degree in Arts, Science, or Literature; in general, preference is given to those candidates who have completed at least two years of graduate work, and have a definite research in preparation. The award is based on evidence of the character and ability of the candidate and promise of success in her chosen line of work.

It is understood that the Fellow will devote herself unreservedly to study and research and that she will send reports of her work from time to time to the chairman of the committee.

Applications must be made by personal letter from the candidate to the chairman of the committee, accompanied by:

1. A certificate from the registrar of the college or university which awarded the degree or degrees previously received.
2. Evidence of sound health.
3. An account of previous educational training and a definite statement of plans for future work and of the reasons for applying for the fellowship.
4. Testimonials as to ability and character from qualified judges.
5. Evidence of scientific or literary work in the form of theses or papers or accounts of scientific research.

Applications for this fellowship for the year 1915-16 must be in the hands of the committee on or before January 1, 1915, and should be addressed to the chairman of the Committee on Fellowships.

MARGARET E. MALTBY
Barnard College, Columbia University
New York City, N.Y.

WOMAN'S EDUCATION ASSOCIATION FELLOWSHIP

The Woman's Education Association of Boston offers a fellowship of five hundred dollars for the year 1915-16, available for study in Europe. The conditions are the same as those prescribed for the A.C.A. European Fellowship.

Applications for this fellowship for the year 1915-16 must be in the hands of the committee on or before January 1, 1915, and should be addressed to the chairman of the committee.

MRS. NORWOOD P. HALLOWELL
West Medford, Mass.

BALTIMORE ASSOCIATION FOR THE PROMOTION OF THE UNIVERSITY EDUCATION OF WOMEN

The Baltimore Association for the Promotion of the University Education of Women offers a fellowship of \$600 for the year 1915-16, available for study at an American or European university.

As a rule this fellowship is awarded to candidates who have done one or two years of graduate work, preference being given to women from Maryland and the South.

In exceptional instances the fellowship may be held two successive years by the same person.

It is understood that the Fellow will devote herself unreservedly to study and research, and that she will send a report of her work, April 1, 1916, to the Secretary.

Blank forms of application may be obtained from the President or from any member of the Committee on Award.

Documents and letters submitted by the candidates are returned if accompanied by postage for the purpose; but letters written directly to the committee are retained.

All applications must be in the hands of the chairman of the Committee on Award before January 1, 1915.

DR. MARY SHERWOOD
The Arundel, Baltimore, Md.

NOTICES TO MEMBERS

Dues for the year 1914-15 are now payable and a prompt response from Branches and General Members would be appreciated. The names of those members whose dues are not received by January 1, 1915, will be removed from the mailing list.

Will General Members, who become Branch Members, and Branch Members, who become General Members, kindly notify the Secretary-Treasurer of this change of membership promptly?

KATHARINE E. PUNCHEON, *Secretary-Treasurer*
5103 Pulaski Ave., Germantown, Pa.

The next Biennial Convention will meet in San Francisco during the week of August 22, 1915. Special reduced rates from Chicago going and returning by different routes and with optional side-trips are being arranged for. Plans are under way for an A.C.A. party to sail to San Francisco via the Panama Canal, stopping at many South American ports, thus providing a delightful summer vacation at minimum expense. The larger the number who signify in advance their desire to go in these parties (such notice is not absolutely binding until two months before date of departure) the lower will be the rates quoted. Those wishing to join either group please communicate with the General Secretary.

VIDA HUNT FRANCIS
1420 Bellevue-Stratford, Philadelphia, Pa.

SPECIAL ATTENTION IS CALLED TO THE FELLOWSHIP
NOTICES ON P. 98.

The Journal of the Association of Collegiate Alumnae



VOLUME VIII, No. 1

JANUARY 1915

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Communications concerning editorial matters should be addressed to Miss Susan W. Peabody, 5515 Woodlawn Avenue, Chicago, Illinois.

Communications concerning membership in the Association, dues and finances, and notification of changes of address should be addressed to the Secretary-Treasurer, Miss Katharine E. Puncheon, 5103 Pulaski Ave., Germantown, Pa.

For all general information concerning the Association, application should be made to the General Secretary, Miss Vida Hunt Francis, 1225 Spruce St., Philadelphia, Pa.

The Journal of the Association of Collegiate Alumnae

VOLUME VIII—No. 1

JANUARY 1915

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President: MISS REWEY BELLE INGLIS, 2436 Bryant Avenue, South, Minneapolis.

Vice-President: MISS AIMEE FISHER, 2019 Kenwood Parkway, Minneapolis.

Secretary: MISS MARGARET NACHTRIEB, 905 S.E. Sixth Street, Minneapolis.

Treasurer: MISS HELEN SCRIVER, 603 River Road S.E., Minneapolis.

Councillor: MRS. FRED E. BARNEY, 915 S.E. Fourth Street, Minneapolis.

Chairman of Membership Committee: MISS REWEY BELLE INGLIS, 2436 Bryant Avenue, South, Minneapolis.

MONTANA STATE BRANCH (admitted 1909)

Missoula Chapter

President: MRS. E. W. KRAMER, Route I, Missoula.

Vice-President: MRS. JOHN E. KEACH, 431 S. Second Street, West Missoula.

Secretary-Treasurer: MRS. S. S. MALVEN, 411 S. Fifth Street, East Missoula.

Councillor: MRS. GEORGE JENNINGS, Northern Pacific Hospital, Missoula.

Chairman of Membership Committee: MRS. GEORGE COFFMAN, Rozale Apartments, Missoula.

Helena Chapter

President: DR. M. M. DEAN, Power Block, Helena.

Secretary-Treasurer: MISS AGNES DICKERSON, Kenwood, Helena.

Councillor: MRS. GEORGE JENNINGS, Northern Pacific Hospital, Missoula.

Chairman of Membership Committee: MISS GRACE GRIFFIN, Y.W.C.A., Helena.

MOHAWK VALLEY, NEW YORK, BRANCH (admitted 1913)

President: MISS ALICE A. KNOX, 84 Cornelia Street, Utica.

Vice-President: MISS IDA J. BUTCHER, 30 Court Street, Utica.

Secretary: MRS. R. G. LEONARD, Oneida Street, Utica.

Treasurer: MISS MARGUERITE WILLIAMS, 846 Genesee Street, Utica.

Councillor: MISS DOROTHY E. MILLER, The Olbiston, Utica.

Chairman of Membership Committee: MISS LENA K. RHODES, Oxford Road, New Hartford.

NEBRASKA BRANCH (admitted 1900)

President: MRS. W. G. L. TAYLOR, 435 N. Twenty-fifth Street, Lincoln.

Vice-President: MRS. FRED C. FOSTER, 1841 South Street, Lincoln.

Secretary-Treasurer: MISS MYRNA SEDGWICK, 1727 S. Twenty-second Street, Lincoln.

Councillor: MRS. FRANK H. WOODS, 1220 S. Twentieth Street, Lincoln.

NEWBURGH, NEW YORK, BRANCH (admitted 1914)

President: MISS JENNIE A. GOULDY, 169 Montgomery Street.

NEW YORK BRANCH (admitted 1886)

President: MRS. J. H. HUDDLESTON, 145 W. Seventy-eighth Street.

Vice-President: MISS VALENTINE CHANDOR, 106 E. Fifty-second Street.

Recording Secretary: MISS DOROTHY KENYON, 321 W. Eighty-second Street.

Corresponding Secretary: MISS A. M. BRINCKERHOFF, 10 W. Fourth Street, Mount Vernon.

Treasurer: MRS. EDGAR SHENNWAY, 472 E. Eighteenth Street.

Councillor: MRS. H. P. DEFOREST, 150 W. Forty-seventh Street.

Chairman of Membership Committee: MISS EDITH M. VALET, 111 W. One Hundred and Twenty-seventh Street.

OBERLIN, OHIO, BRANCH (admitted 1914)

President: MRS. C. B. MARTIN, 75 Elmwood Place.

Vice-President: MISS SUSAN B. NICHOLS, 257 Elm Street.

Secretary-Treasurer: MRS. CHARLES G. ROGERS, 268 Forest Street.

Chairman of Membership Committee: MISS ALICE C. LITTLE, 217 E. College Street.

OHIO BRANCH (admitted 1891)

President: MISS EMMA M. PERKINS, 2125 Adelbert Road, Cleveland.

Secretary-Treasurer: MISS FLORENCE CUNNEAS, 13272 Euclid Avenue, Cleveland.

Councillor: MRS. BESSIE DEWITT BEAHAN, 2213 Bellfield Avenue, Cleveland Heights.

Chairman of Membership Committee: MISS METAS PETERS, 2306 Murray Hills, Cleveland.

OHIO VALLEY BRANCH (admitted 1907)

President: MRS. WILLIAM C. F. DIETZ, 4323 Floral Avenue, South Norwood, Cincinnati.

Vice-President: MISS CAROLINE A. BRYANT, 2407 Ingleside Place, W.H., Cincinnati.

Secretary: MRS. ALFRED G. BOOKWALTER, 564 Evanswood Place, Clifton, Cincinnati.

Treasurer: MISS FLORENCE LAWLER, 2516 Woodburn Avenue, W.H., Cincinnati.

Councillor: MISS ELSIE THALHEIMER, 936 Marion Avenue, Avondale, Cincinnati.

Chairman of Membership Committee: MISS C. ELIZABETH WARNER, 2643 Alms Place, W.H., Cincinnati.

OMAHA, NEBRASKA, BRANCH (admitted 1907)

President: MRS. ROBERT GANTT, 3507 Dewey Avenue.

Vice-President: MISS LOUISE STEGNER, 3012 Miami Street.

Secretary: MISS ELIZABETH MITCHELL, 2401 S. Thirty-second Street.

Treasurer: MISS MARY MACINTOSH, 2911 Woolworth Avenue.

Councillor: MISS EUPHEMIA JOHNSON, Brownell Hall, Omaha.

Chairman of Membership Committee: MRS. LESLIE HIGGINS, 706 N. Forty-ninth Street.

Association of Collegiate Alumnae

OREGON BRANCH (admitted 1905)

President: MRS. EDWARD T. TAGGART, 671 E. Twenty-first Street, North, Portland.

Vice-President: MRS. HENRY HUNT, 676 E. Sixty-first Street, North, Portland.

Secretary: DR. AGNES BROWN, 1326 Tallimook Street, Portland.

Treasurer: MISS MAUDE ROSSITER, Reed College, Portland.

Councillor: MRS. VINCENT COOK, 426 Fifth Street, Portland.

Chairman of Membership Committee: MRS. HENRY STEPHENSON, 412 Marguerite Avenue, Portland.

OZARK BRANCH, SPRINGFIELD, MISSOURI (admitted 1908)

President: MRS. NORMAN FREDENBERGER, 619 Dollison Street.

Vice-President: MISS CLARA SCHWIEDER, 530 S. Campbell Street.

Secretary-Treasurer: MRS. CLARENCE TIMMONS, 245 Dollison Street.

Councillor: MRS. E. M. SHEPARD, 1403 Benton Avenue.

PHILADELPHIA BRANCH (admitted 1886)

President: MRS. JOSEPH HILL BRINTON, 412 W. State Street, Media.

Vice-President: MISS HENRIETTA JOSEPHINE MEETEER, Dean, Swarthmore College, Swarthmore.

Corresponding Secretary: MISS MIRIAM HEDGES, BALDWIN SCHOOL, Bryn Mawr.

Recording Secretary: MRS. WILLIAM BRADFORD BUCK, Meadowbrook.

Treasurer: MISS ELIZABETH SNYDER, 9 Wyoming Avenue, Ardmore.

Councillor: MISS ELIZABETH SNYDER.

Chairman of Membership Committee: MISS ELIZABETH SNYDER.

PHILIPPINES BRANCH (admitted 1914)

President: MRS. PHOEBE SMITH.

Vice-President: MRS. C. G. WRENTMORE, 1129 A. Mabini, Manila, P.I.

Secretary: MISS ALICE WALMSLEY, Fort McKinley, Rizal, P.I.

Treasurer: MRS. PHIL CARMEN, 616 Colorado Street, Manila, P.I.

Chairman of Membership Committee: MRS. J. A. ROBERTSON, 35 Remedios, Manila, P.I.

PITTSBURGH, PENNSYLVANIA, BRANCH (admitted 1895)

President: MISS MARION HOLMES, 5641 Beacon Street.

Vice-President: MRS. P. H. DREW, 2815 Broadway Street.

Secretary-Treasurer: MRS. J. WILBUR MAGAW, 139 Orchard Place, S.S. Pittsburgh.

Councillor: MISS FRANCES PARRY, 5719 Woodmont Street.

Chairman of Membership Committee: MRS. F. W. ROY, Seybrook Apartments, Craft Avenue.

RHODE ISLAND BRANCH (admitted 1892)

President: MISS ALICE SHEPPARD, 38 Congdon Street, Providence.

Vice-President: MISS SUSAN B. BRAYTON, 123 Lexington Avenue, Providence.

Officers of Branches

II

Secretary: MRS. WALTER C. BRONSON, 140 Morris Avenue, Providence.
Treasurer: MISS MILDRED A. CARNES, 88 University Avenue, Providence.
Councillor: MISS ALICE HOWLAND, Hope.
Chairman of Membership Committee: MISS AMEY L. WILLSON, 88 Congdon Street, Providence.

SAN JOSÉ, CALIFORNIA, BRANCH (admitted 1909)

President: MRS. HERMAN E. OWEN, 14 Villa Avenue.
Vice-President: MISS MARY H. POST, State Normal School.
Secretary: MRS. W. D. CARTER, 480 E. San Antonio Street.
Treasurer: MISS IDA WEHNER, Evergreen, Santa Clara County.
Chairman of Membership Committee: MISS ALICE WILLISTON, High School.

SEATTLE, WASHINGTON, BRANCH (admitted 1904)

President: MRS. ALVAH L. CARR, 3727 Burke Avenue.
Vice-President: MRS. HERBERT A. CROWDER, The Berkshire, Melrose and Mercer Streets.
Corresponding Secretary: MISS JESSIE KEITH, Hotel Otis.
Recording Secretary: MISS MABEL CARSON, Hotel Clark.
Treasurer: DR. MABEL SEAGRAVE, 510 Cobb Building.
Councillor: MISS ISABELLA AUSTIN, Dean of Women, University of Washington.
Chairman of Membership Committee: MRS. P. J. AARON, 6403 Brooklyn Avenue.

SOUTHERN CALIFORNIA BRANCH (admitted 1909)

President: MISS MARY MONTGOMERY, 38 W. Highland Avenue, Redlands.
Vice-President: MRS. GLENN B. MERRYFIELD, 908 Eighth Street, Colton.
Secretary: MRS. HENRY GOODELL, 864 D Street, San Bernardino.
Treasurer: MISS ARTINA M. CHAPIN, A. K. Smiley Library, Redlands.
Councillor: MISS MARY HAMILTON, 240 W. Highland Avenue, Redlands.
Chairman of Membership Committee: MRS. A. L. BROWN, 107 Whittier Place, Riverside.

SOUTHERN NEW YORK BRANCH (admitted 1900)

President: MRS. ROBERT WICKHAM, 129 Murtay Street, Binghamton.
Vice-President: MRS. HAROLD UNDERWOOD, 8 Oak Street, Binghamton.
Secretary-Treasurer: MISS MARIE P. STICKLEY, 124 Hawley Street, Binghamton.
Councillor: MISS FANNIE MCKINNEY, 99 Henry Street, Binghamton.
Chairman of Membership Committee: MRS. W. B. CARVER, 126 Murtay Street, Binghamton.

SPOKANE, WASHINGTON, BRANCH (admitted 1909)

President: MRS. E. M. FLOOD, Elm Apartments.
Vice-Presidents: First, MRS. JOHN BUNN, 139 Prospect Avenue; Second, MISS CHARLOTTE COLLINS, Lewis and Clarke High School.
Secretary: MISS SADE OPPENHEIMER, S. 1724 Lincoln Street.

Association of Collegiate Alumnae

Treasurer: MRS. M. W. BIRKETT, S. 1514 Adams Street.

Councillor: MRS. A. W. COOPER, S. 1418 Maple Street.

Chairman of Membership Committee: MRS. R. H. BEAMER, S. 1132 Altamont Boulevard.

SPRINGFIELD, ILLINOIS, BRANCH (admitted 1908)

President: MRS. HARVEY SOLENBERGER, 833 S.W. Grand Avenue.

Vice-President: MISS CLARA ROBINSON, 1401 Williams Boulevard.

Secretary-Treasurer: MISS ABIGAIL LAZELLE, 703 E. Edwards Street.

Councillor: MISS EFFIE SANDERS, 508 S. Seventh Street.

Chairman of Membership Committee: MISS SUSAN WILCOX, 502 S. State Street.

ST. LOUIS BRANCH (admitted 1893)

President: MRS. F. A. GREENLEAF, Lenox Hall, University City.

Vice-President: MISS ANNE EVANS, 4017 Delmar Avenue.

Secretary-Treasurer: MISS RUTH L. BRIBACH, 6639 Virginia Avenue.

Chairman of Membership Committee: MRS. EDMUND F. BROWN, 5579 Cabanne Avenue.

ST. PAUL, MINNESOTA, BRANCH (admitted 1909)

President: MRS. R. P. GALLOWAY, 691 Holly Avenue.

Vice-President: MRS. WARD BEEBE, 2022 Summit Avenue.

Secretary: MISS GERTRUDE CAMMACK, 601 Goodrich Avenue.

Treasurer: MISS ELIZABETH BRAGDON, Goheen Hall, Hamline University.

Councillor: MRS. C. A. SEVERANCE, St. Paul Hotel.

Chairman of Membership Committee: MISS MARJORIE BULLARD, 781 Lincoln Avenue.

TACOMA, WASHINGTON, BRANCH (admitted 1907)

President: MISS CLARA N. KELLOGG, R.F.D. No. 3, Tacoma.

Vice-President: MISS MARY LYTLE, Public Library.

Secretary: MRS. EDWARD O. SUTTON, 507 N. G Street.

Treasurer: MRS. WILLARD MORSE, Miller Apartments.

Councillor: MISS EDITH JOHNSON, 1906 N. Steele Street.

Chairman of Membership Committee: MRS. FRANK BAKER, 522 N. Yakima Avenue.

TOLEDO, OHIO, BRANCH (admitted 1914)

President: MISS ROSE ANDERSON, The Smead School.

Vice-President: MRS. R. P. DANIELLS, 928 Lincoln Avenue.

Corresponding Secretary: MRS. EDWARD H. HORTON, 212 Islington Street.

Treasurer: MISS SOPHIE REFIOR, 2447 Glenwood Avenue.

Councillor: MISS ROSE ANDERSON, The Smead School.

Chairman of Membership Committee: MISS BARBARA GRACE SPAYD, 2324 Parkwood Avenue.

WASHINGTON, D.C., BRANCH (admitted 1883)

President: MISS ELIZABETH BEALL LEECH, 1372 Columbia Road.

Vice-President: MRS. R. B. MORGAN, 41 B Street.

Secretary-Treasurer: MISS EUNICE WEAD, The Northumberland.

Councillor: MRS. T. L. COLE, 2852 Ontario Road.

WESTERN NEW YORK BRANCH (admitted 1890)

President: MISS ELSA DONNELL JAMES, 1105 Delaware Avenue, Buffalo.

Vice-President: MRS. FREDERICK K. WING, 592 W. Ferry Street, Buffalo.

Secretary: MISS MARGARET ULBRICH, 680 Lafayette Avenue, Buffalo.

Treasurer: MISS HAZEL COWAN, 639 Lafayette Avenue, Buffalo.

Councillor: MRS. JOHN H. DANIELS, 559 W. Ferry Street, Buffalo.

Chairman of Membership Committee: MRS. WILLIAM BLAKESLEE, 9 Claremont Avenue, Buffalo.

WYOMING STATE BRANCH (admitted 1914)

Laramie Chapter

President: MRS. R. E. FITCH, Laramie.

Vice-President: MRS. EMMA HOWELL KNIGHT, Laramie.

Secretary-Treasurer: MISS MAUDE DAVIS, Laramie.

Chairman of Membership Committee: LAURA A. WHITE, Laramie.

Sheridan Chapter

President: MRS. RALPH DENIO, Sheridan.

Vice-President: MRS. S. B. MARVIN, Sheridan.

Secretary-Treasurer: MRS. H. E. MCCARTNEY, Sheridan.

Councillors: MISS NORA KINSLEY, MRS. RALPH DENIO, Sheridan.

YAKIMA VALLEY, WASHINGTON, BRANCH (admitted 1910)

President: MRS. W. W. ROBERTSON, 216 N. Naches Avenue, North Yakima.

Vice-President: MISS JENNIE WEBSTER, 15 N. Seventh Street, North Yakima.

Secretary-Treasurer: MRS. HENRY H. SKINNER, 13 S. Sixth Street, North Yakima.

Councillor: MRS. F. F. GOODRICH, Toppenish.

Chairman of Membership Committee: MRS. J. I. ELLIS, JR., R.D. No. 2, North Yakima.

REQUIREMENTS FOR MEMBERSHIP

I. *Academic standard.*—Graduates of colleges and universities which are included in Class 1 of the list prepared by the United States Bureau of Education are eligible to membership in the Association if these colleges and universities are found to meet the additional requirements named below.

II. *Additional requirements.*—An institution, the graduates of which are to be admitted, must show the following additional qualifications:

1. There shall be a reasonable recognition of women in the faculties and in the student body, and proper provision for the intellectual and social needs of women students.
2. Much weight shall be given to the fact where women are on the Board of Trustees, especially in women's colleges.

3. In the consideration of a coeducational institution great weight shall be given to the fact that such institution has a dean or advisor of women, above the rank of instructor, who is counted a regular member of the faculty.
4. Women on the faculty shall receive approximately the same salaries as men of the same rank.
5. No coeducational institution shall be considered in which there is not special provision, through halls of residence or other buildings, for the social life of the women students.

PROCEDURE

I. A college or university which meets the requirements named above is brought up for consideration by the Committee on the Recognition of Colleges and Universities.

II. The name of such college or university is proposed by the Committee to the Branches of the Association.

III. If no information received from the Branches renders postponement advisable, the name of the college or university is presented to the Council. Upon the favorable vote of three-fourths of the members of the Council, the alumnae of such college or university are made eligible to the Association.

COMMITTEE ON RECOGNITION OF COLLEGES AND UNIVERSITIES:

MISS ADA COMSTOCK, *Chairman* (1916), Dean of Smith College, Northampton, Massachusetts

MISS EMMA L. PERKINS (1915), Department of Latin, Western Reserve University, Cleveland, Ohio

MISS VIDA HUNT FRANCIS, *Secretary* (1915), General Secretary of A.C.A., 1225 Spruce Street, Philadelphia, Pennsylvania

MRS. LOIS KIMBALL MATHEWS (1917), Dean of Women, University of Wisconsin, Madison, Wisconsin

MISS MARGARET SWEENEY (1918), Dean of Women, University of Minnesota, Minneapolis, Minnesota

Dates following name indicate expiration of term of office.

COLLEGES AND UNIVERSITIES WHOSE ALUMNAE ARE
ELIGIBLE TO MEMBERSHIP IN THE ASSOCIATION
OF COLLEGIATE ALUMNAE

Barnard College	University of Cincinnati	Indiana University
Beloit College	Colorado College	University of Iowa
Boston University	University of Colorado	University of Kansas
Women's College, Brown University	Cornell University	Knox College
Bryn Mawr College	Drake University	Lake Forest College
University of California	Grinnell College	Lawrence College
University of Chicago	Goucher College	Leland Stanford Junior University
	University of Illinois	

Massachusetts Institute of Technology	Northwestern University	Washington University (St. Louis)
University of Michigan	Oberlin College	University of Washington (Seattle)
University of Minnesota	Ohio State University	Wellesley College
The University of Missouri	Radcliffe College	Western Reserve University
Mount Holyoke College	Smith College	University of Wisconsin
The University of Nebraska	Swarthmore College	
	Syracuse University	
	Vassar College	

American universities whose higher degrees admit to membership are: Brown University, Clark University, Columbia University, Johns Hopkins University, McGill University, University of Pennsylvania, University of Toronto, Yale University.

The non-professional doctorate admits to membership when conferred by the following foreign universities:

Great Britain: London, Durham, Manchester, Birmingham, Liverpool, Sheffield, Leeds, Bristol, Glasgow, Aberdeen, St. Andrews, Edinburgh, Wales.	Switzerland: Basle, Berne, Friedburg, Geneva, Lausanne, Zurich.
Ireland: Dublin (Trinity College), Belfast, National University of Ireland, Dublin.	Germany: Berlin, Bonn, Breslau, Göttingen, Greifswald, Halle, Kiel, Königsberg, Jena, Rostock, Heidelberg, Strassburg, Freiburg, Tübingen, Marburg, Münster, Munich, Erlangen, Würzburg, Leipzig, Giessen.
Holland: Amsterdam, Groningen, Leiden, Utrecht.	France: Paris, Lyons, Lille, Bordeaux, Toulouse, Dijon, Montpellier, Caen, Grenoble, Aix, Marseilles, Rennes, Nancy, Clermont-Ferrand, Besançon, Poitiers.
Belgium: Brussels, Ghent, Louvain, Liège.	
Scandinavia: Copenhagen, Upsala, Christiania, Lund.	

The degree of Master of Arts or Master of Science when conferred by:

Great Britain: London, Durham, Manchester, Birmingham, Liverpool, Sheffield, Leeds, Bristol, Wales.	Ireland: Dublin (Trinity), Belfast, National University of Ireland, Dublin.
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The degree of Master of Science when conferred by:

Scotland: Glasgow, Aberdeen, St. Andrews, Edinburgh.

CONSTITUTION

OF THE

ASSOCIATION OF COLLEGIATE ALUMNAE

The Association of Collegiate Alumnae was incorporated under a special act of the Massachusetts legislature approved April 20, 1899. (See chapter 282 of the Acts of 1899 of the Commonwealth of Massachusetts.)

This act, which was accepted by the incorporators October 28, 1899 (see pp. 70, 71, and 73, *Publications of the Association of Collegiate Alumnae*, February, 1900), now stands as the Constitution of the Association and is as follows:

SECTION 1. Jennie Field Bashford, Florence M. Cushing, Alice Freeman Palmer, Helen Hiscock Backus, Bessie Bradwell Helmer, Annie Howes Barus, Martha Foote Crow, Marion Talbot, and Alice Upton Pearmain, their associates and successors, are hereby constituted a body corporate by the name of the ASSOCIATION OF COLLEGIATE ALUMNAE for the purpose of uniting the alumnae of different institutions for practical educational work, for the collection and publication of statistical and other information concerning education, and in general for the maintenance of high standards of education.

SEC. 2. Said corporation is hereby granted all the powers, rights, and privileges and is made subject to all the duties, restrictions, and liabilities set forth in chapter one hundred and fifteen of Public Statutes,¹ and in all other general laws now or hereafter in force applicable to such corporations and not inconsistent with this act.

SEC. 3. Said corporation may by by-law or by vote provide that graduates of any college, university, or scientific school specified in such by-law or vote, or that any person who had received a degree in arts, philosophy, science, or literature from such college, university, or scientific school shall be eligible to membership in said corporation.

SEC. 4. Said corporation shall have authority to determine at what times and places, within or without the commonwealth, its meetings shall be held, and the manner of notifying the members to convene at such meetings; and also from time to time, in such manner as the by-laws may provide, to elect a president, vice-presidents, directors, trustees, and such other officers as may be found necessary, and to declare the duties and tenure of such officers. Said corporation may provide by its by-laws that its officers shall be chosen by ballots, distributed by mail or otherwise, or may provide for any other manner of electing its officers.

SEC. 5. Branch associations may be formed according to such by-laws as the corporation may adopt, and representation of such branch associations may be given in the said corporation for the election of officers and for such other purposes as the by-laws may provide.

SEC. 6. This act shall take effect upon its passage.

¹ "The corporation may hold real and personal estate, and may hire, purchase, or erect suitable buildings for its accommodation, to an amount not exceeding five hundred thousand dollars, to be devoted to the purposes set forth in its agreement of association, and may receive and hold in trust or otherwise funds received by gift or bequest to be devoted by it to such purposes."—Chapter 115, sec. 7, General Statutes of Commonwealth of Massachusetts.

BY-LAWS
OF THE
ASSOCIATION OF COLLEGIATE ALUMNAE

Adopted November, 1912, Ann Arbor, Michigan

ARTICLE I

Membership

SECTION 1. *Recognition of colleges and universities.*—

a) Alumnae of institutions which are recommended by the Committee on Recognition of Colleges and Universities and approved by a three-fourths vote of the Council shall be eligible to membership.

b) Women holding higher degrees from foreign universities or from American universities not granting the Bachelor's degree to women shall be made eligible to membership, on recommendation of the Committee on Recognition of Colleges and Universities, by a three-fourths vote of the Council.

SEC. 2. *Classes of membership.*—There shall be three classes of membership:

a) Branch members.

b) General members at large.

Any woman is eligible to branch or general membership who has received a degree in arts, philosophy, science, or literature from any college, university, or scientific school recognized by the Association; or who, though not a graduate of a college recognized by the Association, has received an advanced degree from an approved American or foreign university.

c) *Affiliated members.*¹ Women eligible to membership in the Association may be admitted as affiliated members, under conditions prescribed, by a two-thirds vote of the members present at any biennial meeting.

SEC. 3. *Branch membership.*—Branch associations containing at least ten members may be formed in accordance with the following provisions:

a) They shall co-operate with the Association of Collegiate Alumnae in its general work, while carrying on independent local work.

b) Membership in a branch shall be limited to alumnae eligible to membership in the Association. Branches may, at their discretion, invite to associate membership college women who are not eligible to regular membership.² Associate members may not vote upon matters that concern the National Association. The dues of associate members shall be determined by each branch.

c) Branches shall make an annual report in writing to their Sectional Vice-Presidents, and all branches that have done work of unusual value shall be entitled to have such work reported at the biennial meetings. The treasurer of each branch shall make an annual report in writing to the Secretary-Treasurer of the Association.

¹ See Appendix A.

² See Appendix B.

d) Regular members (not life members) of duly organized branches shall pay to the general Association, through the treasurer of their branch, an annual fee of one dollar. This amount shall be due from branch treasurers on January 1.

e) The fiscal year of the branches shall begin June 1, and branch officers shall be chosen for a term of office beginning on that date.

f) Branches in which the membership has fallen below the initial unit of membership (ten regular members), or which have failed to make an annual report to their Vice-President for two consecutive years, shall be considered non-existent.

g) Branch associations shall make their own by-laws governing all points except those specified in this section and in the other by-laws of the Association.

ARTICLE II

Officers and Duties of Officers

SECTION 1. The officers of the Association shall be a President, a Vice-President-at-large, ten Sectional Vice-Presidents, a General Secretary, a Secretary-Treasurer, and a Bursar.

SEC. 2. *The President.*—The President shall preside at all the meetings of the Association and shall be ex-officio Chairman of the Council and of the Board of Directors and may call special meetings as provided for in the by-laws. She shall consult with the General Secretary in matters concerning the Association, and shall ex-officio have the power to attend the meetings of all standing and special committees and conferences of the Association.

SEC. 3. *The Vice-President-at-Large.*—In the case of the President's death, resignation, or inability to act, the Vice-President-at-large shall perform the duties of the President until the next biennial meeting.

SEC. 4. *The Sectional Vice-Presidents.*—The ten Sectional Vice-Presidents shall be chosen to represent ten sections of the United States, as follows:

North Atlantic; South Atlantic; Northeast Central; Southeast Central; Northwest Central; Southwest Central; North Rocky Mountain; South Rocky Mountain; North Pacific; South Pacific.

The Sectional Vice-Presidents shall be of equal rank and shall be designated by the name of the section of the country which they represent, i.e., Vice-President of the North Atlantic Section, etc.

Each of the Sectional Vice-Presidents shall be chairman of a committee composed of the Councillors of her section and shall appoint from these Councillors three members whose special duty it shall be to act as an Advisory Committee and to assist her in the work of her section.¹

It shall be the duty of each Sectional Vice-President to represent the Association in her territory, to visit the different sectional branches, to promote the forming of new branches, and to arrange for meetings in her section. She

¹ It was voted by the Chicago Council, 1913, that this shall be so interpreted as to give Sectional Vice-Presidents power to select three members living in their section to act as an Advisory Committee at any time when there are not three Councillors within their respective sections.

shall consult with the General Secretary on all matters affecting the special sectional interests committed to her, and in general further by every means in her power the interests of the Association.

SEC. 5. *The General Secretary.*—The General Secretary shall be a salaried officer receiving the highest salary paid by the Association. She shall give her entire time to the work of the Association and shall hold no other paid position. She shall be the executive officer of the Association, of the Council, and of the Board of Directors, and shall consult with them as occasion requires. She shall be a regular member of all standing committees, except the Committee on Fellowships, and of all special committees and conferences; shall attend to all business not referred to special committees or otherwise provided for in the by-laws; she shall outline and present for the consideration of the Council a broad, progressive policy in matters pertaining to the purposes of the Association; and shall so far as possible bring before the Council all matters to be acted upon by the Council. She shall co-operate with the Vice-Presidents and with the branch officers in developing and planning the work of the different branches and shall represent the Association in all work with other societies and at public meetings and conferences in the interval between the meetings of the Council and Board of Directors, unless otherwise directed by the President.

In case of her resignation or permanent inability to act, her duties shall devolve upon such person as may be chosen by the Board of Directors to act as General Secretary until the next regular meeting of the Association.

SEC. 6. *The Secretary-Treasurer.*—The Secretary-Treasurer shall be a salaried officer. She shall keep a record of all meetings of the Association, the Council, and the Board of Directors; she shall keep an accurate list of the members of the Association; collect all annual and other dues and pay over all moneys received to the Bursar; she shall perform such other duties proper to her position as the Association may from time to time designate. In case of her absence from any meeting a secretary *pro tempore* shall be chosen. She shall be a member of the Board of Directors.

SEC. 7. *The Bursar.*—The Bursar shall have custody of the funds, shall receive moneys from the Secretary-Treasurer and other sources, and make disbursements as directed by the Council; she shall keep accurate books of accounts and a record in such form as the Council shall prescribe; she shall be the custodian of the title deeds, bonds, and business papers belonging to the Association. She shall be a member of the Board of Directors.

SEC. 8. *Officers' expenses.*—There shall be only two salaried officers: the General Secretary and the Secretary-Treasurer. Other officers shall serve without pay. Necessary expenses incurred by officers in the service of the Association may be refunded from the general treasury by order of the Board of Directors.

ARTICLE III

The Board of Directors

SECTION 1. The officers of the Association shall constitute a Board of Directors which shall be the Executive Committee of the Association and of

the Council, with power to act in the interim of meetings of the Council. It shall make full annual reports of its proceedings to the Council.

It shall annually appoint an Auditor, who shall audit the accounts of the Secretary-Treasurer and Bursar and make a written report to the Council. The Auditor shall be made responsible for employing a certified public accountant, who shall audit the accounts of the Secretary-Treasurer and Bursar biennially, and shall make a full written report to the Council and the Association at each biennial meeting.

ARTICLE IV

Council

SECTION 1. The Council shall consist of the Board of Directors and of Councillors representing the following membership in the Association:

a) Representatives of branches of the Association duly elected by their respective branches.

b) Representatives of general members at large of the Association duly elected by the general members at large.

c) Representatives of affiliated members duly elected by their respective groups.

d) Representatives duly appointed by the Association from the governing boards and faculties of colleges and universities recognized by the Association.

SEC. 2. The Council acting as a board shall be the directing power of the Association. It shall consider and present to the Association policies and plans for extending the educational influence of the Association. It shall elect in the years between the biennial meetings the General Secretary for a term of four years and the Secretary-Treasurer and Bursar for terms of two years each, and shall determine their salaries and other allowances except as otherwise provided by by-law; shall create special committees, appoint all standing and special committees, and conferences, and with the approval of the Association discontinue them; shall transact such other business as the Association shall from time to time delegate to it, and shall decide on such matters as may be referred to it by the Board of Directors or by the General Secretary in the interim of meetings of the Association.

The President of the Association shall be ex-officio Chairman of the Council; the General Secretary shall be ex-officio the Executive of the Council; the Secretary-Treasurer shall be ex-officio the Secretary of the Council.

ARTICLE V

Committees and Conferences

SECTION 1. *Standing Committees.*—

1. Recognition of Colleges and Universities.
2. Membership.
3. Fellowships.
4. Credentials.
5. Publication.
6. Educational Legislation.

7. Euthenics.
8. Vocational Opportunities.

SEC. 2. *Conferences.*—

1. Women Trustees (Directors) of A.C.A. Colleges.
2. Deans (Advisers of women students).
3. College Professors.
4. School Principals
5. School Teachers.
6. Social Workers.
7. Presidents of Alumnae Associations.

ARTICLE VI

Dues and Fiscal Year

SECTION 1. The fiscal year of the Association shall begin June 1.

SEC. 2. An annual fee of one dollar shall be due from each branch member, member at large, and councillor, provided her fee shall not have been otherwise paid.

Dues shall be paid annually not later than December 1.

Any member whose dues remain unpaid for one year shall be dropped from membership in the Association but may be reinstated by the payment of \$1.00 to cover her back dues.

Members may resign from membership only when in good and regular financial standing. Resignation of membership shall be presented in writing to the branch treasurer and by her to the Secretary-Treasurer in writing; any member who resigns after December 1 shall be liable for dues for the current year. The President and Secretary-Treasurer may remit *sub silentio* any fee when they deem it advisable.

Any member may become a life member by the single payment of twenty-five dollars (\$25) and thereafter shall be exempt from the payment of annual dues.

ARTICLE VII

Representation

SECTION 1. *At Biennial Meetings.*—

a) The voting body at a biennial meeting shall consist of members of the Council, regularly accredited delegates, chairmen of standing and special committees, and ex-presidents, and former general secretaries.

b) Each branch containing twenty-five paid-up members or under shall be entitled to be represented at the biennial meeting by one voting delegate and by one additional delegate for every twenty-five additional paid-up members beyond the original twenty-five. Delegates may be elected or appointed by branches.

Any councillor who is a member of a branch may serve also if duly elected as the delegate of her branch when occasion requires.

c) General members at large shall be entitled to be represented by one delegate for every fifty paid-up members, or major fraction thereof, residing in each of the ten geographical divisions of the Association.

These delegates shall be elected by the general members residing in each section under the direction of the Vice-Presidents of their respective sections. Each Vice-President shall send the names of the delegates elected in her section to the Secretary-Treasurer two weeks before the time of the biennial meeting.

d) Duly accredited delegates at any biennial meeting may cast the entire vote of the delegation, each delegate present being entitled to cast proportionally the vote of her entire delegation, i.e., if the delegation is entitled to cast twenty votes and only ten delegates are present each delegate may cast two votes, etc.

e) An alternate may be elected or appointed for each delegate.

f) All other members of the Association are entitled to be present at biennial meetings and may take part in discussion upon the measures brought forward, but unless otherwise entitled shall not introduce motions or vote.

SEC. 2. *Representation on the Council.*—The Council shall be composed of three classes of members as follows:

a) Each branch composed of not less than twenty-five and not more than one hundred members shall be entitled to be represented on the Council by one councillor, and by one additional councillor for every additional one hundred members, fractions of one hundred not entitling to an additional councillor, the representation being only by full hundreds.

b) General members at large shall be entitled to be represented on the Council by one councillor for every two hundred members, fractions of two hundred not entitling to an additional councillor, the representation being only by full two hundreds. The vote for councillors shall be conducted in the same manner as the election of delegates to the biennial meetings.

c) Colleges and universities whose alumnae are eligible to membership in the Association shall each be entitled to be represented on the Council by one councillor elected by the Association at each biennial meeting to serve for two years, as follows:

1. Six weeks before each biennial meeting the Secretary-Treasurer shall secure from the contributing colleges and universities lists of the women on their faculties or governing boards eligible to membership in the Association.

2. The lists shall be submitted to a nominating committee consisting of the Board of Directors or appointed by it, and the nominations for councillor representing each college or university made by this committee shall be voted on at each biennial meeting, but in every case nominations may also be made from the floor.

d) Councillors shall be elected to serve for two years, but in case of the inability of a councillor to attend any meeting the branch may appoint an alternate for that meeting, who shall have all the duties and privileges of the regular councillor.

ARTICLE VIII

Elections

SECTION 1. *Nominating Committee.*—The officers of the Association who constitute its Board of Directors, with the exception of the General Secretary, Secretary-Treasurer, and Bursar, who are elected by the Council, shall be

electd at biennial meetings by ballot, except as otherwise provided by resolution. The Council shall appoint a nominating committee of five to submit a list of nominations for election, but nominations may also be made from the floor of the meeting.

SEC. 2. *The President.*—The President shall be elected to serve for four years.

SEC. 3. *The Vice-President-at-Large.*—The Vice-President-at-large shall be elected to serve for the same term of years as the President.

SEC. 4. *The Sectional Vice-Presidents.*—The Sectional Vice-Presidents shall be elected to serve for four years. At the first election held after the adoption of these by-laws, six shall be elected to serve for two years, and four for four years; thereafter, the number to be elected biennially shall be alternately six for four years and four for four years, according to the number of vacancies to be filled.

SEC. 5. *Councillors.*—Councillors representing colleges and universities shall be elected to serve for two years.

SEC. 6. *Tenure of office.*—No member shall hold more than one office at one time and no elected officer, except the General Secretary, the Secretary-Treasurer, and the Bursar, shall be eligible to the same office for two consecutive terms. Councillors may be re-elected as often as desired.

SEC. 7. All vacancies in office, except the office of President, occurring in the interim between the biennial meetings shall be filled by the Board of Directors; and any officer so elected by the Board shall hold office until the next biennial meeting.

ARTICLE IX

Voting

SECTION 1. A majority of the votes of duly accredited delegates shall, except when otherwise provided in the by-laws, elect. The votes shall be cast in a room other than the room in which the Association is meeting. Two tellers and one head teller appointed by the President, unless the Association itself choose to appoint, shall conduct the voting for every two hundred voting delegates. If there are more than two hundred voting delegates there shall be a similarly appointed head supervisor in charge of all the tellers who shall maintain order and be responsible for the proper conduct of the election. Three hours before the election the Credentials Committee shall furnish the head teller a list of all the accredited delegates arranged according to classes of membership, with the number of votes which each delegation is entitled to cast.

SEC. 2. All voting on motions in the meetings of the Association shall be only by delegates who have been duly certified to by the Credentials Committee before or during the biennial meeting. Before voting on any motion a delegate must have secured her credentials from the Credentials Committee and must wear the badge or other mark provided for voting delegates. Delegates may cast the total proportionate vote of their delegations. All motions shall be submitted in writing.

ARTICLE X

Meetings

SECTION 1. *Biennial meetings*.—The meeting of the Association shall take place every two years, except as otherwise provided in the resolution adopted by a two-thirds vote of the 1912 meeting.¹

SEC. 2. *Arrangements*.—To secure suitable arrangements for each biennial meeting the Board of Directors shall arrange for the appointment of a local committee to act together with the Board of Directors in making arrangements for the biennial meeting, under the general direction of the Council.

SEC. 3. *Council*.—Meetings of the Council shall be held immediately before and after each biennial meeting and also in alternate years when the biennial meeting is not held; the place of the meeting shall be announced at least one year in advance. Meetings of the Council shall also be held at the call of the Board of Directors or upon the written request of twenty members representing each class of membership.

SEC. 4. *Board of Directors*.—The Board of Directors shall meet once a year at the call of the President and at other times at the call of the President or on the written request of any four members. In the interim between meetings of the Board of Directors, a written vote of the Board may be taken, without meeting, on any question which may be submitted, in writing or by telegraph, to the Board by the President; provided every member of the Board shall have an opportunity to vote upon the question submitted. The voting shall close two weeks after the date on which the question is sent to the members. The vote shall be mailed to the Secretary for record or may be sent by telegraph provided the cost shall not be charged to the Association; and if a majority of the members shall vote on any question so submitted to them, the vote shall be counted and shall have the same effect as if cast at a meeting of the Board.

ARTICLE XI

The Quorum

The quorum of a biennial meeting shall be thirty members; of a Council meeting, fifteen members; of a Board of Directors meeting, five members.

ARTICLE XII

Amendments to By-Laws

SECTION 1. These by-laws may be amended at any biennial meeting by a three-fourths vote. All proposed amendments shall be in the possession of the Secretary-Treasurer at least two months before the date of the biennial meeting, and shall be appended to the call of the meeting. These by-laws may be amended at any biennial meeting by unanimous vote, without previous notice.

¹ See Appendix C.

APPENDIX A

Affiliated Members

Alumnae associations and other groups of alumnae of any college or university approved by the Committee on Recognition of Colleges and Universities may secure affiliated membership for the alumnae of their respective institutions by the payment of annual dues as follows: For one hundred members, ten dollars a year; for every additional one hundred members or major fraction thereof, an additional ten dollars a year, and so on until the membership shall reach one thousand. After one thousand, the annual fee shall be on the basis of five dollars for every additional one hundred members or major fraction thereof until the amount of one hundred and fifty dollars is reached, which shall be the *maximum* sum paid by any alumnae association or group of alumnae.

Affiliated members shall have the right to attend meetings of the Association, take part in the discussion, and, when duly elected, serve as delegates to the biennial meetings and as councillors; they shall not, however, except when serving as delegates or councillors, receive the notices and other publications of the Association, nor have their names printed in the *Register*.

Alumnae associations and groups of alumnae are entitled to one voting delegate for every one hundred affiliated members in their respective group, fractions of one hundred not entitling them to an additional delegate, the count being made only by full hundreds. The affiliated members of no one institution shall be entitled to more than ten delegates.

Alumnae associations and other groups of alumnae of not less than five hundred and not more than one thousand affiliated members shall be entitled to be represented on the Council by one councillor, and by one additional councillor for every additional one thousand members or major fraction thereof.

Delegates elected under this resolution shall have no vote upon any future consideration of its provisions.

It is the sense of this Convention that this resolution shall remain in force until the biennial of 1917.

Passed at Ann Arbor—November, 1912.

APPENDIX B

Rulings on Associate Members in Branches

1. Any woman not registered as an undergraduate, who has taken one year's full academic work in any college or university having a four year's course and belonging to the Association; or in any college or university having a four year's course and granting the degree of A.B., may be invited to associate membership in a branch.

2. Academic work should be interpreted to mean any non-professional work such as would be credited for one full year's work leading to the A.B. degree, although not necessarily taken in candidacy for the A.B. degree.

3. This is the minimum requirement. Each branch may make any additional requirements for associate membership which may suit its own local

conditions, providing only that the minimum be observed. Any woman who is eligible to regular membership in the Association shall be refused associate membership.

4. An associate member does not pay dues to the National Association. Associate dues are fixed by each branch.

5. An associate member has no vote upon any motion concerning the national policies or finances.

6. Associate members do not entitle a branch to any additional representation, either in the voting body or on the Council. Such representation in the National Association must be counted by regular members only.

7. An associate member may not represent the branch either as councillor or delegate or as chairman of a committee, whose chairman is, by by-law, a member of any national committee.

8. An associate member does not receive the publications of the Association, nor does her name appear in the *Register*.

9. No branch is required to admit associates.

10. Associate membership is by invitation of each branch only. An associate in one branch does not thereby become eligible for associate membership in another branch when she changes her place of residence.

Passed at Chicago—March, 1913.

APPENDIX C

It was voted at Ann Arbor, November, 1912, that 1915 be fixed as the date of the biennial meetings and that previous to that date the Association and Council shall meet as follows:

THE COUNCIL—Easter week, 1913, Chicago.

THE ASSOCIATION AND COUNCIL—Easter week, 1914, Philadelphia.

Thereafter, until 1917, the dates and places to be as follows:

THE ASSOCIATION AND THE COUNCIL—August, 1915, San Francisco.

THE COUNCIL—Easter week, 1916, Chicago.

THE ASSOCIATION AND THE COUNCIL—Easter week, 1917, Washington, D.C.

REPORT OF THE BURSAR OCTOBER 1, 1912, TO JUNE 1, 1913

RECEIPTS

Balance on hand October 1, 1912.....	\$1,345.19
Annual dues.....	4,979.00
Life fees.....	175.00
Contributions, salary of General Secretary.....	195.00
Affiliated memberships.....	210.00
Income Alice Freeman Palmer Fellowship Fund.....	325.00
Income Anna C. Brackett Fellowship Fund.....	175.00
Carried forward	\$7,404.19

Report of the Bursar

27

Brought forward	\$7,404.19
Contribution to deficit on Alice Freeman Palmer Fellowship, 1912-13.....	129.26
Pins	12.22
Publications.....	.30
Alice Freeman Palmer Fellowship, principal.....	2,258.25
Anna C. Brackett Fellowship, principal.....	325.00

DISBURSEMENTS

President:

Traveling allowance, 1912-13 ¹	\$150.00
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General Secretary:

Balance traveling allowance, 1911-12.....	\$ 50.00
Office rent, 1912-13.....	250.00
Clerical work prior to Ann Arbor meeting.....	211.60
Excess office supplies over allowance of Com- mittee on Reorganization.....	79.80
Salary, on account.....	215.00
	<hr/> 806.40

Secretary-Treasurer:

Mrs. Clarke, salary.....	\$150.00
Balance, clerical help.....	3.29
	<hr/> 153.29

Secretary-Treasurer:

Miss Puncheon, salary.....	\$600.00
Office: supplies, clerical help.....	250.00
Typewriter.....	70.00
	<hr/> 920.00

Bursar:

Collecting checks.....	\$1.20
Telegrams.....	1.35
Paper.....	5.00
Express.....	2.40
Postage.....	5.00
Drafts.....	.20
	<hr/> 15.15

Ann Arbor meeting, 1912:

Traveling expenses, Secretary-Treasurer.....	\$49.80
Traveling expenses, speaker.....	40.65
Traveling expenses, stenographer.....	62.48
Stenographer's services.....	74.00
Programs, announcements.....	50.75
	<hr/> 277.68

Chicago Council meeting, 1913:

Private room.....	\$15.00
Fees.....	3.00
Notices.....	5.00
Expenses, Secretary-Treasurer.....	53.50
Stenographer's services.....	25.00
Transcript of proceedings.....	133.50
	<hr/> 235.00

Carried forward	\$2,557.52	\$10,129.22
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¹Donated by the President to Committee on Organization.

Brought forward	\$2,557.52	\$10,129.22
<i>Publication Committee:</i>		
Printing: <i>Journal</i> of January, 1913.....	\$284.57	
Printing: <i>Journal</i> of March, 1913.....	223.43	
Printing: <i>Journal</i> of April, 1913.....	214.85	
Addressing and postage, January issue.....	58.87	
Addressing and postage, March issue.....	69.17	
Editor.....	100.00	
		950.89
<i>Printing:</i>		
Catalogue for publication.....	\$25.00	
Fellowship notices.....	16.00	
		41.00
<i>Trust Funds Committee:</i>		
Rental, safe deposit box.....	\$ 10.00	
Life fees.....	175.00	
Alice Freeman Palmer Fellowship Fund.....	2,258.25	
Anna C. Brackett Fellowship Fund.....	325.00	
		2,768.25
Membership Committee.....		120.00
Fellowship Committee.....		13.77
Vocational Committee.....		100.00
Naples Table.....		50.00
Alice Freeman Palmer Fellowship.....		500.00
Anna C. Brackett Fellowship.....		175.00
		2,852.79
Balance, June, 1913.....		\$10,129.22
		\$10,129.22

ELVA YOUNG VAN WINKLE, *Bursar*

April 1, 1914: I have examined the expenditure in the foregoing statement and find it to be represented by vouchers in good order.

J. R. SCHOLEFIELD

Chartered Accountant

It should be noticed in comparing the figures of the Secretary-Treasurer and of the Committee on Trust Funds with this report that only such sums are included as were received or paid out within the limits of the dates in the report. Consequently money sent the last of September, 1912, or the last of May, 1913, would not necessarily appear.

Moreover, certain sums coming within the budget for 1912-13 appear in the report for 1913-14 either because the bills were rendered after June 1, 1912, or because payment was conditional. This is true of the salary of the General Secretary and of some of the publication bills. There has to be an arbitrary date for beginning and ending the report, otherwise there is confusion.

SUPPLEMENTARY REPORT OF THE BURSAR, JUNE 1, 1913,
TO MARCH 1, 1914

Balance on hand June 1, 1913.....	\$2,852.79
RECEIPTS	
Dues.....	4,815.00
Interest on life fees.....	52.00
Returned unused—draft dated 1909 from estate of Miss Coes.....	50.00
Contribution, salary of General Secretary.....	10.00
Affiliated memberships.....	370.00
Gifts to European Fellowship, 1914-15.....	665.00
Interest on Alice Freeman Palmer Fellowship Fund.....	135.02
Interest on Anna C. Brackett Fellowship Fund.....	353.00
Gift to Alice Freeman Palmer Fellowship Fund.....	25.00
	<hr/> \$9,327.81

DISBURSEMENTS

<i>President:</i>	
Allowance for traveling expenses ¹	\$150.00
<i>General Secretary:</i>	
Nine months' salary.....	\$1,499.94
Balance of salary, 1912-13.....	828.92
	<hr/> 2,328.86
<i>Secretary-Treasurer:</i>	
Nine months' salary.....	758.31
Office: part payment.....	200.00
1914 meeting, postage for notices.....	55.00
<i>Publication Committee:</i>	
Postage, addressing of <i>Journal</i> of April, 1913.....	58.06
Printing: <i>Journal</i> of May, 1913.....	140.35
Postage, addressing May issue.....	55.29
<i>Trust Funds Committee:</i>	
Alice Freeman Palmer Fellowship Fund.....	25.00
Membership Committee.....	125.00
Fellowship Committee.....	12.00
Vocational Committee, printing appropriation.....	200.00
School Patrons Department, N.E.A.	25.00
Naples Table.....	50.00
Expenses of representative on Naples Table.....	14.00
European Fellowship, 1913-14.....	500.00
Anna C. Brackett Fellowship.....	353.00
	<hr/> \$5,049.87
Balance.....	4,277.94
	<hr/> \$9,327.81
	<hr/> \$9,327.81

Examined and found correct:

CLARISSA FOWLER MURDOCH, *Auditor*

¹ Given to the European Fellowship for 1914-15 "for future use."

REPORT OF THE COMMITTEE ON TRUST FUNDS

FLORENCE M. CUSHING, *Chairman*

ALICE FREEMAN PALMER FELLOWSHIP

October, 1912, to April, 1914

CAPITAL

1912			1913		
Oct. 8.	Balance from last report...	\$1,346.02	Dec. 14.	500 United Fruit 4½'s, 1925@95½ with com....	\$ 476.88
Nov. 19.	Donation received through Bursar.....	2,000.00	Dec. 14.	2,000 Indiana Steel 5's 1952@100 with com....	2,002.50
Dec. 2.	Donation from Western New York Branch.....	33.25			
Dec. 4.	Donation received through General Secretary.....	200.00	1914		
May 16.	Donation from Boston Branch.....	25.00	May 24.	1,000 C.B. & Q. Joint 4's 1921+94½ with com....	947.50
Sept. 28.	Received from Bursar.....	25.00	April 1.	Cash in Union Institution for Savings.....	202.39
		<u>\$3,629.27</u>			<u>\$3,629.27</u>

INCOME

Interest on bonds:			1913		
Am. Tel. and Tel.....	\$120.00		May 14.	Payment to Bursar for A. F. P. Fellow.....	\$325.00
C.B. & Q., Ill. Div.....	60.00		Aug. 14.	Payment to Bursar for A. F. P. Fellow.....	135.02
Louisville & Nashville ..	120.00				
Lake Shore & Mich. So..	60.00		1914		
Harlem & Pt. Chester...	120.00		Mar. 14.	Payment to Bursar for A. F. P. Fellow.....	39.98
N.Y. & New Haven	60.00				
Indiana Steel Co.....	100.00			Accrued interest on Am. Tel. bond, 1912... \$6.67	
United Fruit Co.....	33.75			Accrued interest on bonds in present capital account 38.74	45.41
C.B. & Q., Joint 4's.....	40.00	\$ 713.75	April 1.	Cash on hand, Union Insti- tution for Savings	223.09
Interest from savings banks.....	52.75				<u>\$768.50</u>
Interest from O.C. Trust Co., current fund	2.00	54.75			
		<u>\$ 768.50</u>			

EUROPEAN FELLOWSHIP

Dr.					Cr.
1914					
April 1.	Interest, Home Savings Bank.....	\$0.90	April 1.	Cash on hand.....	\$0.90

ANNA C. BRACKETT FELLOWSHIP

October, 1912, to April, 1914

CAPITAL

1912					
Nov. 8.	Received from Bursar.....	\$200.00		To income for residue due on payment for bonds...	\$52.50
1913					
April 26.	Received from Bursar.....	100.00	April 1.	Deposit in Franklin Sav- ings Bank, Boston.....	272.50
May 4.	Received from Bursar.....	25.00			<u>\$325.00</u>
		<u>\$325.00</u>			

		INCOME		
1912		1913		
Oct. 1.	Cash on hand.....	\$ 48.87	May 14. Cash to Bursar for A. C. B. Fellow.....	\$175.00
	Savings bank interest to April 1, 1914.....	17.83	Aug. 14. Cash to Bursar for A. C. B. Fellow.....	353.00
	Interest on bonds:		Mar. 14. Cash to Bursar for A. C. B. Fellow.....	112.00
	Am. Tel. and Tel. Co....	\$180.00	Deposit in Franklin Savings Bank, Boston.....	41.70
	C. B. & Q., Ill. Div....	60.00		
	N.Y., Westchester & Boston	202.50		
	Lake Shore & Mich. So... ..	120.00		
	Received from Capital..	52.50		
		<u>\$681.70</u>		<u>\$681.70</u>

LIFE MEMBERSHIP FUND

October 1, 1912, to April 1, 1914

CAPITAL			
1912	Balance.....	\$ 448.72	1914
Oct. 2.	1 life membership fee.....	25.00	April 1. Deposit in Suffolk Savings
Dec. 23.	1 life membership fee.....	25.00	Bank, Boston.....
			\$656.28
1913			
Feb. 4.	3 life membership fees.....	75.00	
Feb. 14.	1 life membership fee.....	25.00	
Mar. 22.	1 life membership fee.....	25.00	
May 16.	1 life membership fee.....	25.00	
Oct. 1.	Balance of income added to capital.....	7.56	
		<u>\$656.28</u>	<u>\$656.28</u>

INCOME				
1913		1913		
Jan. 1		Aug. 13.	To Bursar.....	\$52.00
July 1	Income from C.B. & Q.	Oct. 1.	Added to capital.....	7.56
1914	bond.....	April 1.	Reserve for fees for life	
Jan. 1.			members to be given to	
	Savings bank—		1915-16 European Fel-	
	3 dividends ..		lowship.....	30.90
	\$8.73			
	8.83			
	12.90			

REPORT OF THE PUBLICATION COMMITTEE

SUSAN W. PEABODY

The activities of the Publication Committee are so apparent in the successive numbers of the *Journal* of the Association that a lengthy report seems superfluous.

The Committee wishes, however, to take this opportunity to request the branches of the Association and local or general committees which have undertaken special investigations to send reports of their work to the editors for publication, in whole or in part, in the *Journal*.

Attention is called to the fact that the third page of the cover is devoted exclusively to important notices.

REPORT OF SECTIONAL VICE-PRESIDENTS

NORTH ATLANTIC SECTION—ETHEL PUFFER HOWES

The North Atlantic Section covers the New England states, New York, New Jersey, and Pennsylvania, including thirteen branches as follows: in Massachusetts, the Boston and Fall River branches; the Rhode Island Branch at Providence, the Connecticut Branch at New Haven; in New York, the New York Branch, the Mohawk Valley Branch at Utica, the Central New York Branch at Syracuse, the Eastern New York Branch at Albany, the Southern New York Branch at Binghamton, the Western New York Branch at Buffalo, the Newburgh Branch; in Pennsylvania, the Philadelphia and Pittsburgh branches. Of these the Mohawk Valley and Newburgh branches are new. There are 330 general members in the section.

At the beginning of the year it seemed desirable to wait for the opportunity of this assembling and meeting of the representatives of the branches to bring before them the possibilities of personal co-operation with the Vice-President of this section. Up to this time, this Vice-President has made visits to branches only in response to direct individual calls from them.

As several important women's colleges lie in this Section, it has come about naturally that much time has been given to working for the A.C.A. affiliation of certain of the alumnae associations, in co-operation with other executive officers of the Association.

The principal matter of my report is naturally of the activities of the branches in the Section, and the task of condensing and arranging them has been an interesting one, because it brings out clearly the different types of branches and of undertakings.

In the first type active work is carried on very largely through committees, of which each in turn takes charge of a meeting and carries on active research or propaganda besides. Thus the roll of committee names of the Boston Branch tells the whole story: Committee on the Needs of Women's Colleges, which has arranged meetings on "The Modification of the College Curriculum," and on "The Educated Person" (addressed by President Burton of Smith College); Committee on Euthenics, with meetings on "The Present Need of Education of Girls," and on "Training and Opportunity"; Committee on the Economic Efficiency of College Women, with special reference to local conditions; Committee on Social Service, whose subjects have been "Vocational Guidance in Its Social Significance," "Standards of Volunteer Work," "Technique of the Boston Placement Bureau." The Educational Committee is investigating dissatisfaction with the present college certificate system. The Committee on Economic Efficiency has published Part II of its volume on *Vocations for the Trained Woman*.

In contrast with this plan the New York Branch, while not discontinuing other committees, has this year concentrated its work on a study of high schools in New York City, directed by its Educational Committee, Miss R. P. Leland, chairman. A bibliography covering the subject was sent to every member, with a notice of where the books could be had. The year was

opened with a luncheon at which various educational authorities of New York outlined the problem as they saw it. Meetings since have been alternately reports of progress from members and addresses by experts. The branch will proceed at its next meeting to adopt a policy and plan of action looking to school changes on the basis of its study and will devote the next year to allied work. I believe it is felt that this conscious determination to adopt a well-defined policy has had an enlivening effect on the membership of the branch.

During the past year a brief on the need of training in sex hygiene in the Training School for Women Teachers has been sent to the Board of Education, and the Educational Committee has continued other work.

I have given a report at length for these two branches because they well represent typical methods. A third type is found in the Connecticut Branch, which gives support to the Intercollegiate Bureau of Occupations, is making a survey of the state schools and an investigation into the professional training of teachers. It will give publicity to its results and encourage the colleges to offer, and teachers to take, such training. The branch has also raised \$1,000.00 for the Connecticut College for Women.

The Fall River Branch is given over entirely to the establishment and direction of a very successful day nursery, for which the local need was great.

It was brought out clearly at the Conference of Affiliated Colleges that there is urgent need of giving girls of high-school age information as to the value and possibilities of higher education. It is therefore interesting to note that the Rhode Island Branch has a Committee on the Entertainment of High-School Girls which has arranged two meetings to explain college life, with one hundred girls present at each meeting. It also offers prizes, one of \$15.00, another of \$75.00, to high-school girls. In Philadelphia the Committee on Promotion of the Higher Education of Women sends speakers to the high schools in Pennsylvania. The Pittsburgh Branch gave a reception to senior girls in secondary schools, with an attendance of three hundred girls, great enthusiasm being manifested. It has followed this up by tabulating information for the assistance of girls who wish to go to college, and has also endeavored to act as a clearing-house for scholarships. The same active dissemination of college information has been taken up by the Mohawk Valley and Newburgh branches.

Besides this general work, several branches are giving direct financial aid to students. The Eastern New York Branch gives an annual loan to a student in college; the Western New York Branch is sending a girl to Oberlin College, and has established a permanent fund to assist students; the Central New York Branch has a Students' Aid Fund; the Southern New York Branch has loaned \$475.00 to a student.

In close relation to this work is the practically universal activity in study and promotion of vocational opportunities. With but one or two exceptions, the branches either support the Intercollegiate Bureau of Occupations or co-operate with Miss Jackson in the Appointment Bureau at Boston. All these report numerous meetings to explain vocational guidance in schools and colleges and vocational opportunities for the locality of the branch and for

special groups. For instance, the Vocational Committee, of the Rhode Island Branch, has completed reports on "Opportunities for Social Work," on "The Work of the Dietitian," on "Special Teaching," and is working on a Directory of Vocational Work in Rhode Island. The New York Branch through Mrs. J. H. Huddleston, the chairman of the Educational Committee, has published an account of the vacation agencies for children in New York City, which has been widely distributed, the New York Library alone having asked for 45 copies.

The form of these meetings is usually a lecture or discussion, followed by an informal tea, and one notes with interest the plan of the Boston Branch to allow a nominal sum for tea, requesting the hostess not to add to it. The Western New York Branch has a regular institution of an Acquaintance Tea at the beginning of the year, to which all eligible women in the vicinity are invited. It has also formulated a constitution for, and established, a College Club in Buffalo.

It appears that the matter of associate members is being easily adjusted in the special circumstances of each branch. Several report much increased interest and valuable help from associate members. Other branches have had no occasion to invite them.

I should like to make, in closing, two recommendations: First, that some form of uniform report for branches of all sections be devised. If this could take the form of a series of questions, it would enable new secretaries to cover all essential points. I recommend that a committee be appointed to draw up such a form, to be sent out to all branch secretaries by the Secretary-Treasurer.

Secondly, I recommend that a method be devised for depositing with the Vice-President and General Secretary reports, either printed or written, of researches by branches in the respective sections. It came out in discussion at my sectional Round Table that such valuable information collected, for instance, by the Pittsburgh Branch, was in very limited use, though in form to be available and most useful to other branches.

Finally, it is necessary to note that this report is incomplete, less than half of the branches in the Section having made a report for the year 1913-14.

SOUTH ATLANTIC SECTION—FRANCES HALDEMAN SIDWELL

The South Atlantic Section, including the Coast states from Delaware to Florida, and West Virginia, contains two branches and fifty general members. I will quote from the annual reports of these branches:

WASHINGTON BRANCH

"The business accomplished during the year: publication of a new directory, the first one since 1910-11; revival of High-School Alumnae Committee; indorsement of Kenyon Red-Light bill; indorsement of Housing Loan bill; indorsement of individual towels in public schools; consideration by the Educational Committee of teachers' pensions, excise laws, and opening of schools as social centers; continuation by Vocational Opportunities Committee of its last year's investigation of government positions in Washington open to women, by keeping the statistics up to date.

"The regular membership is 63, with 14 associate members. Of the new members, 4 have entered from the newly admitted colleges."

HUNTINGTON BRANCH

"Our little branch has grown to own 15 regular attending members and 2 from out of town, besides 8 associate members who are splendid workers. We do not accept any who have not received a degree from a four-year college.

"We have several girls in colleges now who had not thought of going to college until we talked about it, and we hope to influence more.

"We have \$100.00 in the savings bank ready to loan without interest to the first young woman in our vicinity who wishes a college course and lacks sufficient funds."

A large part of the work as well as of the interest in the South Atlantic Section lies in the activity there of the branches of the Southern Association of College Women. Six of their sixteen branches, containing half the total branch membership in a total of four hundred or more, are working in this Section, investigating and improving the standards of their colleges, increasing the interest in attending college, securing scholarships, and helping further to improve conditions throughout the South. Their activities have not reached Delaware, the northern limit of this Section, nor West Virginia, except to assign the latter state to the Section of one of their Vice-Presidents.

The scattered general membership of the Association of Collegiate Alumnae throughout this Section is 50. The plan formed last summer to have a representative of the Vice-President in each state of her Section has been but slowly carried out. The danger of being misunderstood by the Southern Association officers, the possible encroachment upon their territory and their activities, the danger of moving, in fact, have all had a sufficiently restraining influence. The Washington Branch invited to its November meeting the President of the Southern Association of College Women, Dr. Keller, and Dr. Lord, one of the Vice-Presidents, both from Baltimore, the latter also a member of our Association of Collegiate Alumnae, who told us about the Southern Association. Both have helped through the winter by correspondence and later at a conference in Baltimore to establish frank and natural relations between these Southern Association officers and the Vice-President of the Association of Collegiate Alumnae that may lead to the two organizations being of service to each other. The following agreement was entered into, resulting in making the relations between the two associations plain, both for these officers and those who will succeed us:

"Because the Southern Association of College Women covers a field of work hitherto untouched by the Association of Collegiate Alumnae except through its having a scattered general membership, it is deemed best by the President of the Southern Association of College Women and the Vice-President of the Southern Atlantic Section of the Association of the Collegiate Alumnae to put into writing, not only the legacy of understanding we have received from former officers of the two associations, but also the agreement between us for our own working conditions.

"It is understood that this agreement binds no one but these two officers and these two only so long as it proves helpful to both sides. But these agreements will

be passed on to officers who succeed us in the hope that these or improved agreements may be written out as a definite policy of the two associations in this territory. It is understood by the Vice-President of the South Atlantic Section of the Association of Collegiate Alumnae that all efforts in educational work of Association of Collegiate Alumnae members, as individuals, as secretaries, or as committees, shall be made only when sanctioned by the general and state officers of the Southern Association of College Women and only when furthering their work, or work which they may wish to have the Association of Collegiate Alumnae members undertake for them in this territory where more workers are needed. This educational work has been done by the Association of Collegiate Alumnae for many years in the North and for this reason the Vice-President ventures to offer her assistance to the Southern Association of College Women."

Miss Keller, President of the Southern Association of College Women, accepted this agreement.

As a conclusion, after these months of investigation, interviews, and correspondence, the latter involving for some months weekly committee meetings, letters were finally written to obtain for the Vice-President a personal representative in each state of her territory. This representative is asked to keep in close touch with the activities of the Southern Association of College Women and to inform the Vice-President of them. In time it is the idea to make closer relations than our present acquaintance will permit.

The fifty general members in this territory form a possible nucleus for creating a sentiment of helpfulness in this connection. Where it is possible for Association of Collegiate Alumnae women in the South to belong to both associations, their power, it must seem, would be increased. A Vice-President in such a territory has need of the power and the influence of all her general members, though she recognizes fully the wisdom of the statement that all general members who can should join branches.

A representative of the Virginia Branch of the Southern Association of College Women also came to the November meeting of the Washington Branch—Miss Virginia McKenney of Petersburg. She offered us a piece of work that still remains to engage our and your attention. It is to assist the Southern Association of College Women in Virginia to arouse greater interest among the alumnae of the University of Virginia and also among members of the Virginia legislature in the passage of a bill for a co-ordinate college for women at the University of Virginia. Since this bill passed the Virginia Senate by a safe majority and was lost in the lower house by a vote of only 47 to 41 it is hoped that by the time of the assembling of the legislature in 1916 enough support may be brought to the measure to insure the passage of the bill. The influence that any of you here may bring to bear upon this important work will be deeply appreciated.

The Vice-President of this Section has been supported by an effective committee consisting of Mrs. Theodore Cole, secretary, and Mrs. Van Benschoten, one of our branch members. In view of their valuable assistance and in view of the by-law that each Vice-President shall be assisted eventually by an executive committee of three of her councillors, I would like to

call your attention to the fact that a Vice-President *should be* assisted by such persons as have time and interest for her work. If the other sectional vice-presidents have, as in our Section, different problems requiring different kinds of assistance, their power would be greater and their committees stronger if they might continue to choose their committees from any members instead of from councillors alone.

In conclusion, I should like to say how keen has been my interest in the problems of this Section. It was the strong desire of our committee to present at this meeting a resolution providing for councillors from the Southern Association of College Women. While altering my report since reaching Philadelphia to omit this resolution, the following extracts from the report of the General Secretary a year ago caught my eye: "Everywhere there was desire for closer contact with the great movements in the educational world and for the *co-operation* of all college women." I look forward to the time when this co-operation will be possible.

NORTHEAST CENTRAL SECTION—VIOLET JAYNE SCHMIDT

The Northeast Central Section includes the five states, Ohio, Michigan, Wisconsin, Indiana, and Illinois, and contains at present nineteen branches of the Association, three of these having just been admitted at this convention. Of these, five are in Ohio, five in Illinois, four in Michigan, three in Wisconsin, and two in Indiana. In respect to numbers, the Section has five very large branches, Chicago with 240 paid-up members, Detroit with 180, Milwaukee with 155, Ann Arbor with 138, and the New Toledo Branch with a membership of 100. There are seven of medium size, i.e., Columbus with 93 paid-up members, Cincinnati with 70, Rock Island with 60, Cleveland with 59, Bloomington (Indiana) with 52, Appleton with 52, and Madison with 50 paid-up members. The membership of the other seven is below fifty and includes five of our new branches this year. These figures are somewhat lower than those for the complete year, as a few in each branch delay payment of dues until the very end of the year. If we allow a margin for these, the total membership of this Section is something over 1,500. Of this number 700, in round numbers, have the vocation of home-making and 550 the vocation of teaching. The remaining 250 show a great variety of occupation, including social service, library work, medicine, law, and secretaryship. In individual branches, the proportion from the two larger groups varies. But ten of the sixteen branches have a considerable majority of home-makers, and one—the Ann Arbor Branch—has the proportion of 88 home-makers to 27 teachers. Of the six branches in which the proportion of teachers is greater, five are the smallest in the Section and are having the greatest difficulty in accomplishing any practical work. This situation emphasizes the fact which we have all recognized before, that the regular work of teachers in our public schools is too exacting to leave them much leisure or energy for other serious undertakings and that we cannot expect them to carry the chief burden of our A.C.A. work. Of the sixteen branches, seven have adopted the plan of associate membership. Two of the

seven have a considerable number of associate members and report much help from this accession to their membership. The Ann Arbor Branch has 35 associate members and the Central Illinois Branch has 10. The annual dues in different branches vary from \$1.50 to \$3.00.

Of the sixteen branches of the past year, nine have had local committees on vocational opportunities, and of these, six deserve special mention. The Chicago Branch has two active and efficient committees along vocational lines. One of these, on Vocational Supervision of Girls, seeks to find employment for young people between the ages of fourteen and sixteen who are obliged to leave school to go to work. The other, on Vocational Opportunities, has been active in helping to establish firmly the Collegiate Bureau of Occupations of Chicago, which finds employment for college-trained women in occupations other than teaching. The Detroit Branch has a committee at work at present in investigating, somewhat in detail, conditions under which a considerable number of occupations for trained women are carried on in Detroit. The Milwaukee Branch has also been collecting such data for its city, and this material is to be published from time to time and placed in the hands of high-school and college students to aid them in selecting suitable vocations. The Columbus Branch also has a vocational committee which has been investigating occupations for women other than teaching in that city. The chairman has already received inquiries for women to fill certain positions, and it is hoped that something on the order of a vocational bureau may in time be established. The Cincinnati Branch has for its subject of study for the year the opportunities for vocational education in Cincinnati along the three lines of home economics, commercial training, and applied mechanics. The committees on these subjects have charge of certain programs of the branch. Their reports and charts are given to the high schools for use in the vocational-guidance work that is being carried on there. The Vocational Committee of the Central Illinois Branch has made an investigation of the conditions of the employment of women in Urbana and Champaign, and one of the meetings of the branch was devoted to this report. The five branches of Illinois have divided equally the work of sending the leaflet concerning the A.C.A. *Bulletin on Vocational Training* to principals of four hundred and fifty high schools and to about fifty other educational institutions in the state. Several branches have placed copies of the *Bulletin* in school and other libraries in their vicinity.

Next to this vocational work, in breadth of interest in our Section, is the state educational work in Ohio, in which our Ohio A.C.A. branches are taking a prominent part. Last summer an educational survey of Ohio was conducted by Horace Brittain of the New York Municipal Bureau under the direction of a state survey commission, which, in the light of the results of the survey, framed new educational laws that were passed in January. The important thing now is to see that these laws are enforced and that conditions—especially those in the rural districts—are improved. To help in accomplishing this, the organized women of Ohio have formed a Women's State Co-operative Council, to consist of 5 members representing five women's organizations, of which the Association of Collegiate Alumnae is one. The President of the

Columbus Branch, Miss Grace Latimer Jones, represents our Association on this Council, is secretary of the Council, and is pushing with energy the plan of organizing every county of the state in the cause of school reform. The Columbus Branch prepared a map and card catalogue of the women in Ohio eligible to the A.C.A. and found there were nearly 3,000. With the co-operation of Miss Francis, our General Secretary, letters were sent to each of these asking them to give their assistance in arousing interest in school improvement and in completing the survey made by the Commission.

The survey movement is in the air in the Middle West, and since the object is to know the facts before proceeding to make changes, it would seem that college men and women would find themselves naturally in sympathy with such a method of procedure. The state of Illinois is about to have an educational survey, and it is likely that the women of Illinois will have a chance to help improve bad conditions. The Lansing Branch is co-operating in a social survey of Lansing, Michigan, and the Springfield Branch is aiding in a very complete survey that is being conducted at Springfield, Illinois. The Ann Arbor Branch has an active Eugenics Committee co-operating with the chief investigator of the State Eugenics Survey of Michigan.

Of a very different character, and one unique among A.C.A. undertakings, is the enterprise that has brought out the enthusiastic support of the Milwaukee Branch, i.e., "The Milwaukee Working Girls' Club." During the winter of 1913, the branch raised \$6,000.00, rented, rebuilt, and furnished one of the fine old residences of Milwaukee of thirty years back, as a home for working girls. Just a year ago it was formally opened with two members. Within two months the club was full to its capacity of 41 girls. After three months it began to clear expenses, and at the end of four, the branch began to lay aside the necessary 10 per cent depreciation fund and 5 per cent reserve fund. The home is situated within walking distance of the department stores and office buildings, where many of the girls are employed. It has sewing-machines and a fully equipped laundry; it offers the use of parlor, reading-room, and piano, and the price for board and room varies from \$3.50 to \$5.00 a week according to the number of single beds in a room. This year the branch has continued this kind of service by white-listing boarding-houses for working girls, and hopes to have by June a list of reasonably safe and desirable houses. This list will be kept at the Girls' Club, and notices of its availability posted in places where it will meet the eye of newcomers seeking a boarding-place.

Another unique undertaking for a branch of our Association is that of the Detroit Branch, which is starting an enterprise for enriching the art life of the children of the public schools. The plan is to turn into acting plays studies in literature which are readily susceptible of conversion to the dramatic form, to create plays suitable for children, to produce these plays at a nominal price, and to have the children take parts of children, and adults to take the parts of grown people. In many cases plays will be chosen in which high motives of action are emphasized and the solid virtues heroized. These will be put on from month to month in branch library halls and school auditoriums, and will offer the children—and grown-ups as well—healthful amusement at a small

expense. The Drama League, Detroit Center, is co-operating with the Detroit Branch in this undertaking, and the hope of both is a municipally owned children's theater.

Three branches of this Section have for years given one or more scholarships to high-school girls entering college. The Illinois-Iowa Branch has given a small scholarship alternately to the University of Iowa and of Illinois. The Milwaukee Branch has for many years given a scholarship of \$200.00, available to the girls from the local high schools and awarded to the girl standing highest in a regular college-entrance examination given by the branch. The Ann Arbor Branch has a Loan Scholarship Fund which may be loaned to women students who have completed two years in the University of Michigan. At present five scholarships are being administered by their committee.

The branches of Illinois are the first in this Section to feel the added responsibility that falls upon organized women in the granting of the ballot. The Chicago Branch is keenly aware of the gravity of civic problems in its city and feels strongly the need of co-operating with other clubs in matters of civic concern. For several meetings it has arranged a civics class to precede its regular program, in which explanations have been made of the various ballots and of the issues at stake. The Bloomington (Illinois) Branch co-operated with the Woman's Club of that city in arranging a series of lectures on governmental questions for the information of women voters.

Two branches are giving assistance in Neighborhood House work, and two are working for the use of schools as social centers. Two have entertainments each year for the high-school girls of their respective cities to interest them in going to college. Two committees of the Columbus Branch have been studying the foreign population of Columbus, one confining itself to the Italians and Russians, the other to the Greeks and Hungarians.

Special mention should be made of the new Toledo Branch, which, although new in the A.C.A., has had its own organization for fourteen years, and which has had as one of its chief aims the development of what one of its members calls "a greater college spirit" in Toledo. For the past ten years it has offered from one to five scholarships of one hundred dollars each to enable girls from the Toledo high schools to go to college.

SOUTHEAST CENTRAL SECTION—LAURA R. WHITE

"They also serve who only stand and wait," and my service has been of that order, although I have done considerable correspondence, and think that I understand the situation much better than when I was appointed.

Even then I knew that the organization of branches might not be beneficial to the cause of education, and I believed that the Association would wish me to be careful not to hinder any good work already begun, so my first work was to learn the wishes of the Southern Association of College Women and, if it did not object, to organize branches that would do the local work as members of the branches of the S.A.C.W., but would also keep in touch with the work of the A.C.A., and, when needed and possible, cause its influence to be felt in this Section.

After consulting with some of the officers of the S.A.C.W., and some others, including Miss Laura D. Gill, a former president of the A.C.A., I realized that the organization of the A.C.A. branches where S.A.C.W. branches already exist would be exceedingly objectionable to the S.A.C.W., so made no further effort to do so, though I have tried to persuade the Louisville College Club to become a branch, as the S.A.C.W. has never been organized here, and a strong branch could be organized, and I think should be organized here.

The S.A.C.W. was organized because the colleges for women and the coeducational colleges and universities of the South have not yet been placed in national class I, and there are consequently comparatively few college women who are eligible to membership in the A.C.A.

Its aims are the same as ours, but it admits to membership the alumnae of the best southern colleges in addition to those that the A.C.A. would admit to membership. Its branches do about the same work that many of our branches are doing, and probably are doing it quite as well.

Its dues are the same as ours; and while I have asked, I have not urged them to pay dues also to the A.C.A., even as general members, because there is such great local need for all of the money that they can possibly give, and especially because our meetings are held so far away from most of them as to be practically inaccessible.

As Miss Francis and I have been invited to meet with the Executive Committee of the S.A.C.W. in Louisville on April 9, and discuss this whole matter with its members, I will reserve my suggestions until after that meeting.

NORTHWEST CENTRAL SECTION—ALICE V. WINTER

In the Northwest Central Section reports have been received from nine branches, which may be summarized as follows:

ST. LOUIS BRANCH (1912-13)

Four meetings have been held, three devoted to business, elections, and discussions, one to a program on Socialism by Miss Stokes and Miss Stanford of the Intercollegiate Socialist Society.

Six committees report active work: Membership; Associate Membership; Program; Educational Legislation; Vocational Opportunities, which consulted the New York and Philadelphia bureaus and canvassed the possibility of similar work in St. Louis; Slides, which collected and exhibited slides of college views which may be used by other branches on application.

CENTRAL MISSOURI BRANCH (JUNE, 1913)

Six meetings were held, four of which were devoted to business, elections, or discussion of administrative affairs and associate membership. At the last meeting, the senior women of the College of Arts and Science were guests. A concert given by the Fuller Sisters, singers of folk-songs, netted \$58.40.

KANSAS CITY BRANCH (1912-13)

A course of lectures by Ann George on the "Montessori System" cleared \$600.00. The branch is supporting a scholarship at the Missouri state university and is doing active legislative work.

OMAHA BRANCH (1913-14)

Members: 57 regular, 35 associate, total, 92.

The addition of associate members has resulted in greatly strengthened activity and enthusiasm.

The branch supported the Omaha Social Settlement.

It is divided into six sections, each of which is active in its own line and each of which conducts, in turn, the program of a meeting. These sections are: (1) The Consumers' League; (2) The Social Settlement; (3) Educational; (4) Story-Telling; (5) Drama; (6) Music.

OZARK BRANCH (1912-13)

Besides helping to support Springfield's Visiting Nurse, the branch has held seven meetings at which the following books have been studied: Björnson's *The Newly Wedded Couple*, *Leonarda*, *A Gauntlet*, and Ibsen's *Pretenders* and *Ghosts*. Membership 13.

LINCOLN, NEBRASKA, BRANCH

The branch has held seven meetings, one of which was given to business, two to programs, three to luncheons, and one to a reception. Subjects considered: "Opportunities Afforded by Wellesley and by the University of Nebraska," "Three Original Stories of French Canadian Life," "The School as a Social Center," "The Effective Work of the A.C.A." Membership 54.

MINNEAPOLIS BRANCH

Membership: 173 regular, 75 associate, total 248.

Committees: (1) Child-Study: members studied their own children under scientific directions; (2) Dramatics: met twice a month, putting on a short play or a part of a longer one. Two original plays by members of the club were given; (3) Manuscript: read and criticized their own manuscript twice a month, and also gave a program of original manuscript; (4) Vocational: studying the subject; (5) Dietetics: studied scientific housekeeping, and had charge of a scientific annual luncheon.

The branch supplied the funds for a scholarship in the University of Minnesota by a course of lectures on the drama by Professor Leroy Arnold and by a cotillion.

There have been thirteen regular meetings, seven of which have been program meetings, one a large reception, one social, and the rest devoted to business and social good times. There have been meetings of the chairmen of committees at frequent intervals. The average attendance at meetings has been over 85.

ST. PAUL BRANCH

Three Working Groups or Committees: (1) Neighborhood, assists at a settlement; (2) Drama League, acts as a branch of the national Drama League; (3) Student Aid and Vocational Opportunities. The branch has held eight regular monthly meetings, at three of which programs were given by outsiders, and three by club members.

A luncheon was given in honor of Dean Sweeney of the University of Minnesota, and a play, *The Amazons*, was presented by club members, the proceeds of which (\$100.00) went toward a university scholarship. Membership 181.

DULUTH BRANCH (1913-14)

Regular monthly meetings have been held, the general topic for study being "The Child and His Early Education," with special lectures on "The Montessori and Froebel Systems," "The Child Laborer," "The Ideal Training of Children."

A luncheon, a valentine party, and a reception to high- and normal-school girls were on the program.

Prizes were again awarded to high- and normal-school girls for the best essay, and the branch also procured employment for high-school girls who desired to help earn their education.

NORTH ROCKY MOUNTAIN SECTION—CAROLINE CUSHING DUNWAY

The North Rocky Mountain Section of the Association of Collegiate Alumnae, consisting of three states, Idaho, Montana, and Wyoming, has a peculiar history inasmuch as two of these states are following the state-branch idea. The justification of this is twofold: first, in the effort to unite college women who are scattered through these sparsely settled states, and induce them to join in work which will benefit the state as a whole and knit its educational forces more closely together; secondly, in the opportunity afforded less than ten women to form a chapter and, especially with the aid of associate members, to become a force in their community.

IDAHO BRANCH

This branch, at Boise, numbering 19 members, unites with the College Club of 75 members and together they support an annual scholarship of \$200.00 at the University of Idaho. This scholarship is given a girl graduate of the Boise High School.

The club sent a resolution to the last session of the legislature of Idaho urging the granting of an appropriation of \$200,000.00 for a home economics building at the University of Idaho.

MONTANA STATE BRANCH

This branch has a membership of 27, and consists of a chapter at Missoula, a chapter at Helena, and a scattering membership. During the year, the Butte Chapter withdrew from the national organization to devote its energies to the local college club.

The Missoula Chapter and the Helena Chapter have worked together for the institutional care of epileptics, submitting a brief to the last legislature. One member of the board was appointed by the State Board of Examiners to inspect the state institutions of Montana, and found fifty epileptics in the insane asylum. She recommended that these should be segregated.

The Helena Chapter meets every week and has pursued two lines of study this year; one on the general subject of genetics, heredity, and variation, with particular attention to the studies being carried on at Vineland, and to Mendelism; and the other, on the subject of the early history of Montana and Helena, in recognition of the anniversary, this year, of the formation of the territory, fifty years ago, and of Montana's admission to the Union, twenty-five years ago. In this connection, the chapter has enjoyed several delightful lectures by pioneer residents of the community.

Last spring a conference was arranged with the City Superintendent of Schools which led to a complete examination of the school children by an expert the next fall. The chapter has continued its co-operation with the Appointment Bureau of the Women's Educational and Industrial Union of Boston, and with the Association for Mental Hygiene.

The Missoula Chapter has joined the city Federation of Women's Clubs and was instrumental in preventing the playground work, which had been started by the Association of Collegiate Alumnae, from being abandoned. The school board had decided to give up the work when the President of the Association of Collegiate Alumnae, with a committee from the Woman's Club, went to the members of the board and succeeded in convincing them of the importance of this work. The board not only voted to carry on the work but increased the playground facilities. Now the school nurse gives one-half her time to playground problems and is instructing the teachers along this line.

During the year the attention of the chapter was called to the fact that there was lack of a library at the State Orphans' Home and that the walls there were noticeably bare of inspiring pictures. The Association of Collegiate Alumnae and the Woman's Club took up the matter, the school children were interested, and about six hundred books, eighteen pictures, fifteen dollars, and enough toys to give several to each of the one hundred and sixty-five children were sent to the Orphans' Home at Christmas. The Association of Collegiate Alumnae sent a subscription to the *Youth's Companion* and a committee went to the school children and obtained promises from many to mail their copies of juvenile magazines to the Orphans' Home after they had read them.

The Association of Collegiate Alumnae has become much interested in a law which will be brought before the next legislature providing for a system of county libraries, each county to supervise the institution of a library in the state institution within its boundaries as well as the establishment of other libraries throughout the county. Miss Buckhaus, the librarian at the state university, who drew up the law and will present it to the next legislature, addressed the members on this subject.

The discussion of school problems is part of the program of nearly all meetings. The aim is to keep in touch with the schools and render help

whenever possible. Recently Miss Binzel, primary supervisor in Missoula, addressed the chapter on "Methods of Promotion in the Public Schools."

The chapter is a member of the National Child Labor Committee.

At Great Falls a branch is being formed and there is a prospect that it will become the Great Falls Chapter of the Montana State Branch.

WYOMING STATE BRANCH

This has just organized with the Laramie Chapter of 14 active members and the Sheridan Chapter of 10 or 12.

The first work taken up by the branch as a whole is that of obtaining the admission of the University of Wyoming to the Association. Wyoming has all the requirements stated by the Committee on the Recognition of Colleges and Universities in its recent circular, so that the work to be completed will be mainly that of interesting the alumnae of the University of Wyoming in petitioning for the privilege.

The Laramie Chapter is at present investigating several lines of work to see which can be most effectively carried on. The chapter decided to admit to associate membership those women residing in the city who hold a degree granted upon four years of college work.

SOUTH ROCKY MOUNTAIN SECTION—EDNA HENDRIE

We have at present 85 members, 6 non-resident members, and 11 members at large. The only branch is that at Denver, Colorado.

Our programs do not conform to any one line of thought, but we try to have them varied enough to appeal to the diverse interests of a college organization. At six of our eight meetings we have a speaker; at one meeting a play is given by the members; while the last meeting is devoted to business.

We help to support and have representatives on the boards of the Neighborhood House of the City Federation, an organization composed of the different charitable and philanthropic societies of the city, and of the Sarah Platt Decker Memorial Association, which plans to help in building a woman's building at the state university in memory of Mrs. Decker.

Our Legislation Committee takes an active interest in all local legislation and our Scholarship Committee helps our scholarship fund of about a thousand dollars in circulation among college girls requiring temporary assistance.

One of our members has been a police officer and director of civic amusements; one member is on the city Board of Charities; another is on the state Board of Pardons, and one is on the state Board for Dependent Children.

Thus while we have no definite aim aside from that of the national A.C.A., we try by our influence and financial support to aid all local activities for which we feel that college women should stand.

NORTH PACIFIC SECTION (1913-14)—MRS. J. C. ELLIOTT KING

I. MEMBERS

The North Pacific Section includes six branches with a total active membership of 395, as follows: Eugene, 18 (organized May, 1913); North Yakima, 33

(1 death, 2 moved away, 10 new); Oregon, 97 (2 resigned, 15 new); Seattle, 115; Spokane, 82 (10 associate [2 years in A.C.A. colleges]); Tacoma, 50.

II. MEETINGS

1. *Programs for study.*—Eugene, six lectures on Vocations for Women.

North Yakima, two papers at each meeting on Sociological Conditions in Washington, with a view to legislative work (following study of Dealey and Ward's *Sociology* last year).

Oregon, lecture on Prison Reform, by Governor West; on The Commission Form of Government, by Mayor Albee; on School Lunches; and a talk on The Needs of Women at Oregon State University.

Seattle, consideration of the educational progress in the state of Washington, including lectures on Medical Inspection in Rural Schools, Vocational Opportunities, and Home Economics; a formal discussion followed each.

Spokane, speakers on the following subjects: The Legal Status of Women in Washington, Hawaii, The Indians of the Southwest, The Spokane Park System.

Tacoma, not reported.

2. *Social meetings and entertainments.*—Eugene, reception for college women, the Vice-President as the guest of honor.

North Yakima, reception for high-school graduates, with talks on college life.

Oregon, musical afternoon, open to guests; June tea to college girls and high-school graduates; play given by members, Lady Gregory's *Jackdaw*; annual lunch; reception for President Pendleton, given with the Wellesley Club.

Seattle, annual lunch, with President Pendleton and Mrs. King as the guests of honor; social entertainment by members; holiday teas; June picnic.

Spokane, two of Keats's plays, open meeting; tea for members and guests; annual lunch; informal social.

Tacoma, not reported.

III. WORK

Eugene, (a) against the Referendum of Oregon University; (b) assisted in bringing free art exhibit to Eugene; (c) arranged with Dental Society for talks on care of teeth to be given grade children; also film illustrating same put on at local playhouse; (d) sent to National Association data regarding vocation of graduates of Oregon University.

North Yakima, committees have been occupied in: (a) sending magazines and other reading-matter into remote settlements; (b) investigating the workings of Consumers' League; (c) investigating the Juvenile Officer and Detention Home; (d) studying the park system.

Oregon, (a) raised \$200 scholarship given annually; (b) maintained fifteen Campfires among grade children of public schools; (c) Educational Committee organized a Committee for School Beautifying, consisting of representatives from 32 clubs; (d) Press Committee had column of items from A.C.A. colleges in Portland paper monthly, and has put the Portland Library on the mailing

list of A.C.A. colleges; (e) Vocational Committee engaged a lecturer for series of six talks on Making a Survey of Vocational Needs of High-School Girls; these are to be given in April with a view to making such survey in the fall.

Seattle, (a) raised money for scholarship; (b) requested the Governor to appoint a woman on the Board of Regents of the State University (not done on account of peculiar temporary conditions).

Spokane, (a) loaned scholarship of \$75 to girl at Pullman State College; (b) raised money to help Woman's Hotel Fund; (c) arranged for course of lectures on Sex Hygiene to be given next fall; (d) Committee on Legislative Education investigated and reported on school medical inspection in the district for the Department of School Patrons of the N.E.A.; (e) Vocational Opportunity Committee placed in high school bulletins on Vocational Training, and has a member as adviser for girls in high school; also, has undertaken the formation of a Northwest Bureau of Occupations corresponding to those of the east.

Tacoma, (a) added \$100.00 to scholarship fund; (b) has representative working on the Protective Committee (school); (c) member working on the State Minimum Wage Commission.

SOUTH PACIFIC SECTION—MARY E. WILSON

The South Pacific Section includes four branches: the California Branch, holding monthly meetings alternately in San Francisco and in Oakland or Berkeley; the Los Angeles Branch, holding five meetings every year in Los Angeles, the San José Branch, holding monthly meetings in San José or near by; and the Southern California Branch, holding six meetings a year in Redlands, San Bernardino, Colton, and Riverside.

The San Francisco Branch has 383 paid-up members, 38 of whom are new members this year. The Los Angeles Branch has 97 members, 19 having been added this year. The San José Branch has 63 regular members and 9 associate members. The Southern California Branch has 55 members, 12 having enrolled this year. This makes a total of 598 regular paid-up members in the territory of the South Pacific Section who are enrolled in branches and are paying branch dues. In addition to this number, there are 21 general members, associated with no branch, making a total of 619 in this section.

The California Branch has been actively concerned with the question of School Survey, one of the general questions suggested at the council meeting in 1913 for the consideration of branches, and the Los Angeles Branch has signified its intention of carrying on the work to include a survey of the Los Angeles schools. The California Branch has six standing sections apart from the ordinary committees concerning membership, publication, and fellowship. These sections are as follows: Certified Milk and Baby Hygiene, Friendly Visiting and Welfare Work (co-operating with the Associated Charities), Education, School Survey, Modern Plays and Entertainment. The Los Angeles Branch has grouped its committees under the headings of Membership, Hospitality, and Vocation. The San José Branch has committees on Membership, Program, County Libraries, and Scholarship Funds, the last-named being

concerned with work to secure a fund to be loaned to women in college needing such assistance. The Southern California Branch has committees on Home Economics, on Civic and Social Service, on Euthenics, Education, Dramatics and Music, Vocational Opportunities for Women, Membership, and Press.

The programs of the California Branch have been devoted for the most part to questions of the day, including School Problems, Immigrant Problems, the Present Situation in Mexico, and the Opportunities for Vocational Training for Women in California. The Los Angeles Branch has also taken up the question of Vocational Training, and the Immigration Problem. The meetings of the San José Branch have been largely social, with members of many of the colleges of the Association as guests of honor. The Southern California Branch has followed the plan of having the heads of their various committees take charge of the programs at the regular meetings, which have also included accounts of Technical School Work.

The California Branch finds great difficulty in securing suitable quarters for the monthly luncheons, but the other three branches are still small enough to meet with no difficulty of this sort.

All of the branches in the South Pacific Section have considered the question of associate members. The California Branch has voted to allow none. The San José Branch has inaugurated an associate membership, but has limited the number to 25, and has enrolled only 9. They admit to this membership women who have received a degree from any college giving A.B. after four years' work, or women who have done two full years' work in a college whose graduates are eligible to membership in the national Association. The Los Angeles Branch has declared against associate membership, as has also the Southern California Branch. Both the California Branch and the San José Branch keep in very close touch with the University of California and with Leland Stanford Junior University, and have a preponderance of members from these colleges. The Southern California Branch and the Los Angeles Branch seem to have more eastern members in proportion to their membership.

Undoubtedly the greatest piece of new work undertaken in the South Pacific Section this year is to be found in the school survey being conducted under the able leadership of Dr. Boone of the Educational Department of the University of California. The weekly meetings have been held regularly, and the work of acquainting themselves with the school system of San Francisco has been very systematically carried on by the members.

The Baby Hygiene Committee of the California Branch maintains regularly a free clinic for the instruction of mothers and provides certified milk for babies in the care of the Associated Charities.

All of the branches have been visited this year by the Sectional Vice-President, but no new branches have been formed in this Section.

The California Branch has appointed a committee of fifty members to plan for the Biennial to be held in San Francisco in August, 1915. Subcommittees are at work on the various questions of Entertainment, Finance, Exhibits, etc., and all are looking forward with keenest interest to having the delegates of the Association visit California.

The Thirty-Third General Meeting of the Association of Collegiate Alumnae at San Francisco, Aug. 16-23 inclusive, 1915

This meeting promises to be most delightful and stimulating. It will combine a General Convention of rare interest, and Exposition of exquisite charm and color as well as educational value, with an opportunity to see the magnificent scenery of our own country in a most unusual and comfortable fashion.

The official party will leave *Chicago August 2, 1915; Minneapolis August 3, 1915*, on its own special Pullman train—including dining and observation cars. The route will be through the Canadian Rockies with stops and sight-seeing trips at Lake Louise, Laggan, and Banff; thence through the Canyon of the Frazier River to Vancouver and by steamer to Victoria; from Victoria via the Puget Sound steamers to Seattle, whence another special train to San Francisco will pass through the famous Mt. Shasta region. Stops for sight-seeing will be made at Tacoma and Portland in addition to the places already named. This party will reach San Francisco August 15, 1915.

The price from Chicago—including transportation, Pullman berths, all sight-seeing trips, carriages, motors, steamship fares, 150 lbs. of baggage and its transfers, the best hotels on the European plan, two in a room—to San Francisco (15 days' travel) and return railroad transportation (choice of four routes) to Chicago will be approximately \$161.00.¹

To obtain these special rates and accommodations we must have at least *one hundred* members in the party.

Friends of members and delegates may be included in the party upon application to the General Secretary and the payment of a small registration fee.

The following special prices for the *return* routes, including Pullman berths, hotel accommodations, all sight-seeing expenses, handling of baggage and transfer, may be obtained providing twenty-five or more travel in one party.

Route I (approximately \$59.00).—Leaving San Francisco August 24, and stopping at Santa Barbara, Los Angeles, San Diego with its wonderful exhibition of southern life, architecture, and industry, Salt Lake City, Denver, Colorado Springs; due at Chicago September 4.

Route II (approximately \$55.00).—Leaving San Francisco August 24, and stopping at Santa Barbara, Los Angeles, San Diego (Exhibition), Grand Canyon of the Colorado, Kansas City; due at Chicago September 2.

Route III (approximately \$63.00).—Leaving San Francisco August 24, and stopping at Santa Barbara, Los Angeles, San Diego (Exhibition), Grand Canyon of the Colorado, Denver, Colorado Springs; due at Chicago September 3.

Route IV (approximately \$39.00).—Leaving San Francisco August 24, and stopping at Salt Lake City, Denver, Colorado Springs; due at Chicago August 31.

Route V.—Leaving San Francisco with party A, B, or C, remaining several days in Los Angeles and in San Diego until the sailing of the S.S. "Finland" for Panama, September 5. Approximate cost—including accommodations on the American plan at Hotel Clark, Los Angeles, and U.S. Grant Hotel, San Diego, and berth on the S.S. "Finland" at the \$150.00 rate—\$210.00.

The prices quoted above do not include meals. So many of our members prefer to club together in dining-cars and hotel restaurants that it seemed unwise to increase the cost for each person by \$2.75 per day, the amount allowed for meals. Coupons for meals may be purchased at the rate of \$0.75 for breakfast, \$1.00 for luncheon, \$1.00 for dinner, and are redeemable at face value if not used.

Hotel rates in San Francisco will vary from \$2.00 to \$5.00 a day (American plan) according to the number registered by March 1, 1915. These arrangements will be in the hands of the Chairman of the Housing Committee of the California Branch.

MRS. E. J. MOTT,
2628 Baker Street,
San Francisco, California

A folder giving full details and the tentative Convention program will be mailed to every member.

For further information apply to VIDA HUNT FRANCIS, *General Secretary*, 1225 Spruce Street, Philadelphia, Pa.

¹ Prices cannot be absolute at this date—but will in no case exceed the sum stated.



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The

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Communications concerning membership in the Association, dues and finances, and notification of changes of address should be addressed to the Secretary-Treasurer, Miss Katharine E. Puncheon, 5103 Pulaski Ave., Germantown, Pa.

For all general information concerning the Association, application should be made to the General Secretary, Miss Vida Hunt Francis, 1225 Spruce St., Philadelphia, Pa.

The Journal of the Association of Collegiate Alumnae

VOLUME VIII—No. 2

MARCH 1915

HEREDITY AND PROBLEMS IN EUGENICS

A REPORT OF THE SUBCOMMITTEE ON EUGENICS

EFFA FUNK MUHSE

The Association of Collegiate Alumnae has called for a report on eugenics. The subject requires careful consideration, not only because of the prominence it has attained, but also because of the far-reaching significance of its principles; accordingly a strictly scientific presentation is highly important. At the present time thousands are glibly using the term and advocating so-called eugenic measures while not even tens have a scientific understanding of the subject; absence of correct knowledge is so evident that the few who really comprehend the field are slow to urge organizations to start on constructive work. They are certain, however, that real progress can be made by aiding in the diffusion of accurate information pertaining to the principles of eugenics and in the critical analysis of suggested eugenic measures. There has as yet been very little opportunity for the dissemination of correct information on this subject. The colleges, even, with the exception of a very few that earlier instituted courses because of research interests in heredity, are only just beginning to offer adequate courses to the general student body.

The chairman of this committee is firmly convinced that the membership must obtain a clear, general knowledge of the field of eugenics as the first requisite of future effective work on the part of the Association, and accordingly wishes to make one recommendation for the coming year, viz.: that each local chapter devote two meetings to the subject—the first, to the study of the Mendelian principles of heredity, and to early embryonic development; the second, to a discussion of anti-eugenic agencies and practices, and of suggested remedial measures. As an aid to carrying out this recommendation the chairman appends a short list of literature and addresses that can be used to advantage, and offers the following paper as a suggestive basis for study.

For convenience of reference, the writer has divided this discussion into three parts: (I) eugenics defined, and its field distinguished from

that of eugenics; (II) heredity explained in the light of Mendelian cytological researches; and (III) eugenic measures suggested by careful students of the subject.

I. Measures intended to bring about race improvement have been advocated throughout the ages. The past half-century, however, has seen the growth of a distinct science, now called genetics, one of whose subdivisions is eugenics. Genetics is the study of the laws of heredity and their application in the improvement of the human race, animals, and plants. Eugenics refers particularly to the human race, and is defined as "the study of agencies under social control that may improve or impair the racial qualities of future generations, either physically or mentally." The name of Gregor Johann Mendel is intimately associated with the science of genetics, as is that of Francis Galton with eugenics. It is, moreover, a coincidence that each of these men was born in 1822; also that each submitted to the public in 1865 his first statements on these then unnamed subjects.

Mendel, at that time, as the result of eight years of most careful experimentation in crossing so-called varieties of the edible pea, announced a definite law of heredity made up of three principles. In all the years intervening between 1865 and 1900 the known literature makes only one reference to his work, but thanks to that mere mention and the perpetuation of the reference, three scientists were led in the latter part of the century to search out Mendel's publication. Recognizing that his law, if correct, was of the greatest importance, each proceeded to repeat his experiments on peas. The result was that in 1900, within a few months of each other, these three men—DeVries, of Holland; Correnz, of Germany; and Tschermak, of Austria (not one of whom knew that others were at work on the problem)—published independently the verification of the principles Mendel had established. These are now commonly spoken of as the "Mendelian principles of inheritance," too late, however, to have brought satisfaction to Mendel himself, for he died in 1884, bitter in his disappointment that none of his contemporaries had recognized the great significance of his conclusions. The Mendelian rediscovery was the stimulus for a great amount of work along the same and related lines. Accordingly, since 1900, chiefly in England and the United States, many plant- and animal-breeding experiments, dealing with various physical characteristics, have been carried on; exceedingly valuable contributions have been made on the minute structure of sex cells, and on the functions of their parts; and much has already been learned regarding the inheritance of human traits through the extensive family histories that have been compiled. Bateson, of England, less than a decade ago, gave to this epoch-making work the name of genetics.

The history of eugenics, on the other hand, is quite different. Following the publication in 1859 of Darwin's *Origin of Species*, Galton's thoughts, like those of many other scientists, were turned into new channels. He at once started work on the subject of human heredity, and having satisfied himself that mental characters, as well as physical, are inherited, he published two articles in *Macmillan's Magazine* of 1865 setting forth his conviction that race improvement is wholly dependent on good heredity. In *Memories of My Life*, 1908, he states that these articles contained the germs of all his future work on this subject. It was in 1884, in his book *Human Faculty*, that he first used the word "eugenics," newly coined by him to mean good birth, or the improvement of the race through breeding. It was in 1904 that he formulated the definition quoted above; in his last book he speaks of it as being thus "officially defined," and needless to say this is now the accepted definition. Galton, unlike Mendel, lived sufficiently long to see the central idea on which he had insisted for nearly half a century quite generally accepted. It was, moreover, during the last decade of his life that the invaluable genetic knowledge above referred to made that great progress which is furnishing to eugenicists the foundation principles whereby the race can be improved.

The crucial expression in Galton's definition is that of "racial qualities," but, aside from biologists, this fact is appreciated only by a limited number of those who are advocating eugenics. It is necessary at this point to encroach, for a moment, on the second division of the paper. We shall then be in a better position to define racial qualities, and to make a clearer statement of the relation of heredity and environment to race improvement.

When two human sex cells—each in reality a half-cell—unite to form the fertilized ovum, two lines of descent are brought into relation, and barring accident their continuance is thus insured for at least another generation. This completed cell soon divides into two identical cells, and each in turn divides, etc., until a cluster is formed; division continues, and a hollow sphere, the wall made up of a layer of cells, is the next stage. With further division, folding begins and the future human being commences to take form. All this happens within the first few days of pregnancy. At some stage during this early period, one cell—known as the primordial germ cell—ceases to divide and rests for a time. It is destined to give rise to the primary oöcytes or spermatocytes of the sex organs of the developing embryo. They, in turn, rest till after adolescence comes on, when each from time to time gives rise to functioning sex cells. During the first days, then, of embryonic development, the primordial germ cell parts company, as it were, from the remaining cells that differentiate to form the tissues of the individual's body, the

soma. After this early separation, there is no evidence of any relation between the germplasm and the somatoplasm, other than that the latter serves as the carrier for the former—a relation similar to that existing between a bottle and the contained liquid, as one scientist expresses it. The interesting, important, and accepted conclusion, accordingly, is that a child does not inherit anything from the body of the parent, but that the child and the parent resemble one another only because they have each inherited something from the same continuous stream of germplasm.

The first principle, then, of the Mendelian law is that an individual's inheritance consists of numerous traits or unit characters, which are for the most part independently inherited—characters that are structural, physiological, moral, and mental in nature, such as tallness, brown eye-pigment, strong lung tissue, etc. The second is that for a character to appear in the body it must previously be represented by a so-called determiner, in one or both of the sex cells that unite in the fertilized ovum. The third principle is that the various determiners present in the sperm and egg that unite at fertilization keep their identity, and when the sex cells are formed they in turn receive the contribution from each ancestral line independently of the other.

A racial quality, therefore, is one that is inherited, one that has its basis in germplasm. Social workers, dealing as they do chiefly with the unfortunate of society, and physicians, constantly associated as they are with the diseased, emphasize the improvement of environment as of utmost importance. The statements of many, however, make it evident that they take it for granted that the bodies of future individuals can receive the cumulative effect of the conditions, good or bad, through which their parents, and even grandparents, have lived. Biologists, however, cannot agree with this idea to which the scientific evidence is practically all opposed. There is as yet no satisfactory explanation of how new characters arise in nature, or of how the basis or determiner for a character is first introduced into the stream of germplasm. Since the present knowledge is confined to certain characters about which definite genetic conclusions have been reached, the only claim that the student of heredity makes is that, given one of these characters and a knowledge of its history in two strains to which a pair of prospective parents belong, the relative proportion of children that may be expected to receive the character in question can be predicted in advance.

To the biologist, then, the improvement of the individual, or even of a whole generation, does not help to insure race improvement. Racial qualities or characters, as said above, are wholly dependent on the nature of the germplasm or sex cells. Consequently, with our present knowledge, the improvement of the race will consist wholly in establishing

a higher average of humanity. The only logical method of accomplishing this task is to bring about such social and economic conditions as will enable more germplasm of good quality to perpetuate itself and will prevent the continuance of germplasm that is known to have serious defects or very bad qualities.

The development of the race must not be confused with that of the individual. In regard to an individual's own development, during his or her lifetime, an accurate estimate cannot be made of the relative value of nature or heredity and of nurture or environment, which is here broadly used also to include training and accumulated knowledge. Galton held the idea that, as far as the individual is concerned, nurture has only nature to build upon and can add nothing new; and on the other hand, that nature is wholly dependent on nurture to secure final results. David Starr Jordan expresses it thus: "All our schools, our art, science, religion, have their justification as part of our nurture. Still, at the end nurture can only develop what was there through nature. Education, training, can make nothing new, and neither can leave any traces we can recognize on the germs of life, which show their development in generations to come."

In other words, the individual who inherits bad characteristics may possibly show improvement if the best surroundings are provided—e.g., one mentally defective may be trained to be of some use through his or her remaining years; and the tubercular person from a tuberculous strain may, by proper care, continue to live to old age. But it is only the body cells that respond to the improvement; the sex cells pass on to succeeding generations only what they received from the previous one. On the other hand, the person whose sum-total of inheritance is good or valuable to society may be greatly injured for the rest of life by bad environment—mutilation, disease, vice, starvation, etc.,—or may remain undeveloped through lack of training.

It should be borne in mind, however, that the pregnant mother and the developing embryo may be similarly affected by the same environment, as for example by the lack of or overabundance of food. But it is erroneous to call the evidence of such influence the child's inheritance, since the body cells alone have been affected. In those cases where the body of a parent, previous to a child's birth, contains one of the so-called racial poisons—alcoholic, lead, or syphilitic—the latter's body may also show bad affects attributable to the poison. Little, however, is as yet definitely known about the influence of such poisons on the child's germplasm and whether the sex cells are thus ever deprived of determiners for unit characters. The child that is born with syphilis has it because of prenatal infection. It is probable that the child comes from a strain that is more susceptible to the syphilitic germ than many other

children, which, scientifically speaking, is its only inheritance in this regard. Children one or both of whose parents are alcoholic may at birth be found to be diseased or otherwise abnormal. This is probably due to bad prenatal environment. But if such a child finally becomes an alcoholic there is reason to believe that this is due rather to an inherited lack of resistance to alcohol, the same that permitted of the parents' drunkenness before or at conception, or of the mother's during pregnancy. Compare the two degenerate strains, the "Jukes" and the "Ishmaelites," one notably given to drunkenness, the other practically free from it, and both living under equally bad environmental conditions. Further, take the case of those who lead a loose or depraved sex existence—the men and women who make prostitution a serious social question. It is safe to say that an equal number of both sexes are moral degenerates because of bad inheritance, because they are born of defective strains. Established facts, on the other hand, show that some of the women of the prostitute class are there because of economic conditions, force, choice, etc. The majority of boys and men, however, who indulge in such practices do so merely because of tradition, because they have never been led nor expected to think differently on this subject. It is highly important then to recognize the two explanations for sex prostitution—heredity in the case of some men and women, environment in the case of a few women and many men—and not to consider the question as falling wholly within the field of eugenics. It is, in fact, most unfortunate for the eugenic movement that among so many people the central idea of heredity has been confused and obscured by the demand for sex-hygiene teaching. It has long been known that proper sex instruction and clean living are highly important, but the use of the term "eugenics" to cover a subject so largely environmental in nature only helps to throw into the background the recently acquired knowledge of heredity and to retard the correct application of its principles—the very foundations of eugenics.

Enough has surely been said to emphasize the necessity for making a distinction between heredity and environment. It is quite true that "if we can build up life, life will build up all other things"; but it insures more rapid progress when nature and nurture work together. A remarkable service was rendered by Mrs. Ellen Richards when, shortly before her death, she introduced the term "euthenics." There is no place in this discussion for an analysis of Mrs. Richards' attitude toward what constitutes race improvement, nor of her estimate of the relative value of the two fields eugenics and euthenics. The important thing is that this new term can be made to serve a splendid purpose in helping to diffuse the idea of the necessity for making a distinction between heredity and environment. *Euthenics, the Science of Controllable Environment*

is the title of her book published in 1910. "The betterment of living conditions, through conscious endeavor, for the purpose of securing efficient human beings, is what the author means by eugenics." Fortunately the Association of Collegiate Alumnae has already recognized this distinction by the appointment of a General Committee on Home Economics, two of whose subcommittees report respectively on eugenics and eugenics.

II. Since an appreciation of the field of eugenics is dependent on a knowledge of the laws of heredity, and on an understanding of the mechanism whereby traits are inherited, these two phases will here be discussed at some length. As said above, the body or soma is merely the carrier of the sex cells with which rest the inheritance of all future individuals in given lines of descent. The human egg is very minute and the human sperm is but a fractional part as large (Fig. 1). The

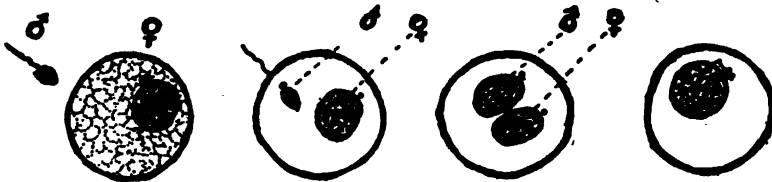


FIG. 1.—Human sex cells and fertilization. The head of the sperm enters the egg, enlarges into a nucleus similar to that of the egg, and unites with it.

marked difference in size and shape is due to the fact that the egg contains a supply of food, while the sperm is so constructed as to have the power of locomotion. The nucleus of each, however, is practically identical, and this is the part of the cell with which we are concerned in heredity. It appears as a spherical mass which seems to consist, when artificially stained, of a densely colored network of granules, called chromatin, whose spaces are filled with a clear, homogeneous substance.

Fertilization (Fig. 1) consists in bringing the chromatin material of the two nuclei into the closest possible proximity—I say proximity because, while they unite to form one nucleus, it is not likely that there is any actual blending of the chromatin substance. The divisions succeeding fertilization, and earlier spoken of as constituting the beginnings of the new life, are accomplished by a method which aims to divide the nuclear substance into identical halves (Fig. 2). The chromatin collects into a skein which next breaks up into rod-shaped bodies called chromosomes, sixteen in the case of human beings. They then arrange themselves in a group, or so-called plate, at the center of the nucleus, midway between two starlike bodies which are connected by a spindle of fine protoplasmic threads. Soon all the chromosomes split longitudinally

into halves which pass respectively to the two ends of the spindle where they break up into a network, at the same time that the entire cell is completing its division into two small ones. One is thus in every way a duplicate of the other. This is always the method of division

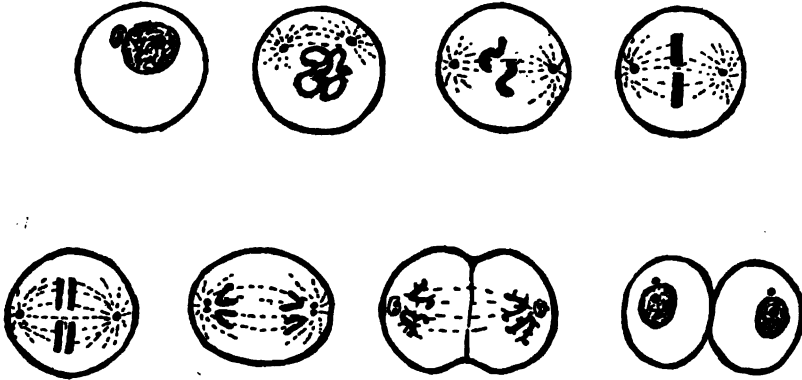


FIG. 2.—Mitosis. Diagrammatic representation of the method whereby a cell and its chromatin is divided into identical halves. Only one pair of chromosomes is here shown. (After Wilson.)

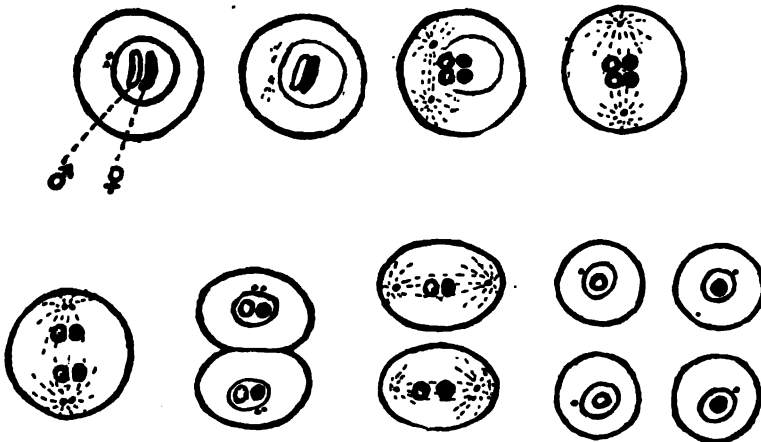


FIG. 3.—Reduction division. Method whereby four functioning sperms are formed from one primary spermatocyte, and the chromosomes reduced to half the number characteristic of the species. Only one pair of chromosomes is shown in the primary spermatocyte. (After Boveri.)

among healthy cells, except when the final cells are formed from the resting oöcyte or spermatocyte, and then a method of reducing the chromatin by half ensues (Fig. 3), which is as follows: The sixteen chromosomes of the cell, the eight originally contributed by the mother and the eight by the father, come together in pairs and apparently unite.

Each so splits that four small spheres result; they remain together and form what is called a tetrad. The eight tetrads thereupon pass to the center of a spindle, which in the meantime has formed, and two parts of each go in one direction, and the remaining two in the other. In the two newly formed cells, the eight dyads then gather at the center of a spindle and the parts of each separate, one going in either direction, and again two cells are formed. Note that four functioning cells are thus formed from the one spermatocyte (only in the division of the food mass does the oöcyte differ, and this we will not here discuss). Also note that of each tetrad which was originally made up from a chromosome from each parent, one-fourth goes to form a single chromosome in each of the four final cells. By this method the chromatin is not only rearranged but is so reduced that each sex cell contains only half the regular number of chromosomes.

With this brief description of the microscopic structure and of the physiological actions of the sex cells before us, let us again call to mind the Mendelian principles: first, that our inheritance consists of numerous independent traits or unit characters; secondly, that each is represented in the germplasm by a determiner, i.e., by something which merely represents without resembling the character that will later develop. The various determiners seem to bear a very definite relation to the chromosomes. The third principle is that of the segregation of the determiners when the sex cells are formed. A sex cell of an individual never receives more than one determiner for the same character, and that from one or the other parent, but not from both.

The person who receives a determiner from each parent for a character is said to be duplex in that one respect and all his or her sex cells will each and every one in turn contain a determiner for the character. The person who receives a determiner from one parent only is said to be simplex, and but half of his or her sex cells will each receive a determiner. The person who does not receive a determiner for the character from either parent is said to be nulliplex, and none of his or her sex cells can possibly carry the determiner in question. Thus with regard to a single characteristic that is completely dominant or nearly so, the bodies of individuals are of two kinds—either they show or they do not show the character. In respect to the sex cells of these same individuals there are three possibilities—all bear a determiner for the character in question, half bear it, or none bear it. With regard to a single characteristic there are accordingly six possible matings (Fig. 4).

The subject of dominance may be spoken of at this point, and the well-understood physical characteristic of eye-color, a much-used illustration, will serve us well. Brown eyes are due to a deposit of brown pigment on the outer surface of the iris. The pigment was represented

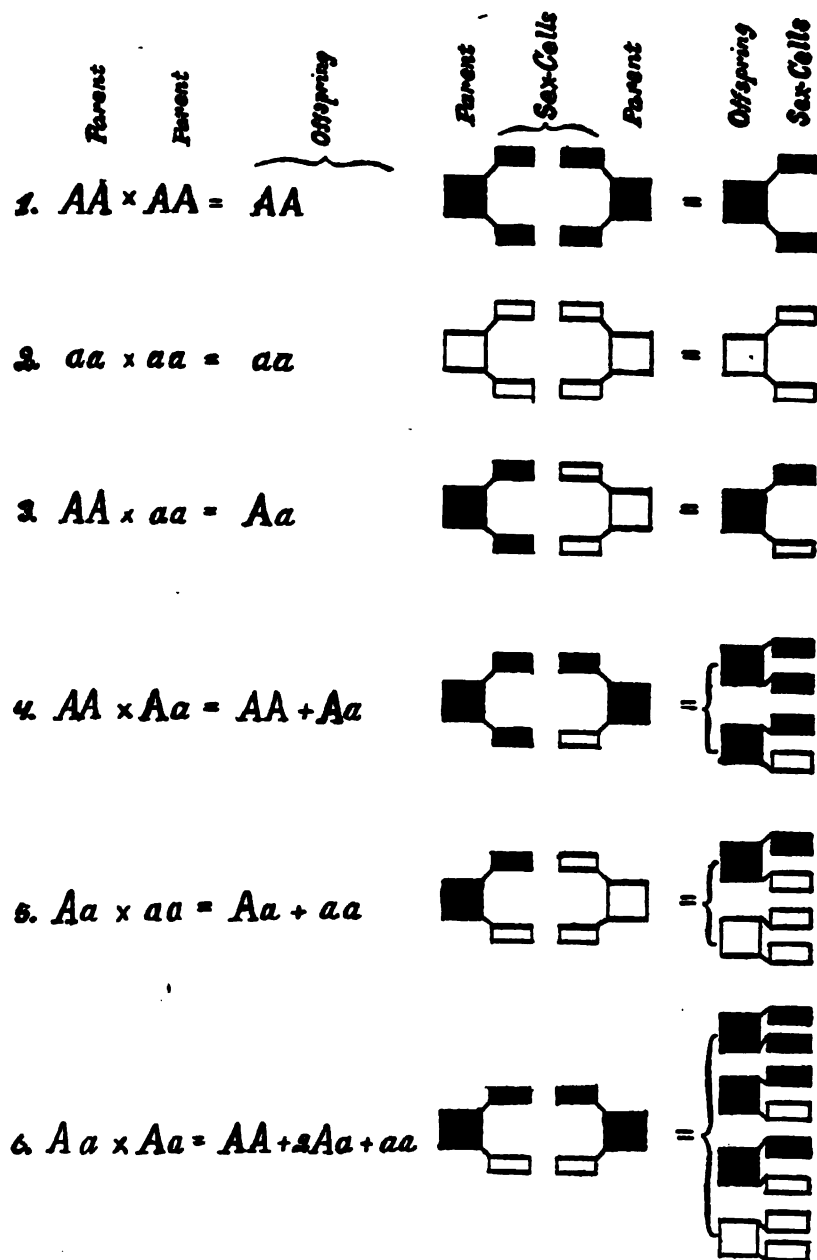


FIG. 4.—The six possible matings with respect to one unit characteristic (or an apparent pair of characters) are here indicated. A represents the determiner for the character; a , the absence of a determiner. Individuals are represented by squares; sex cells, by oblongs. Black indicates the presence of the character in the body of the individual or of the determiner in the sex cell; blank, the absence of either.

by a determiner in one or both of the sex cells that give rise to the individual. The blue eye is the opposite condition—blue only when no pigment develops, and pigment fails to develop only when neither parent has contributed a determiner for the same. The presence of a character is contrasted with its absence—the brown-pigmented condition is said to be dominant over the blue or non-pigmented condition, which is sometimes spoken of as “recessive.” Of an apparent pair of opposing characters, one belonging to either parent, that one is dominant which appears in the offspring to the exclusion of the other. With some characters dominance is quite complete, as was the case with those of the peas with which Mendel experimented. He found, e.g., that when a pure or duplex tall individual was mated with a dwarf variety (the absence of tallness), all their offspring were tall like the one parent (Fig. 4, No. 3). When two of the offspring mated (in this case they were allowed to be self-fertilized), the individuals of the second generation were both tall and dwarf, in the proportion of three tall to one dwarf (Fig. 4, No. 6). The dwarf, when mated with dwarf, would produce only dwarf offspring (No. 2). Of the three tall individuals, one is duplex, and when mated with another, pure for tallness, would produce tall offspring only (No. 1). The other two tall are simplex like the parents.

In the case of eye-color, dominance is likely to be incomplete. If a boy receives a determiner for brown pigment from only one parent, his eyes will be brown; but if his brother receives a determiner from each parent, the eyes are likely to be browner. If dominance were complete no difference would be noticeable between the brown eyes of the two brothers. In this connection it should be said that the amount of pigment that is actually in the eyes has no effect on the offspring, for, I repeat, inheritance comes, not from the body, but only from the germ-plasm. In the case of these brown-eyed brothers the essential difference is that only half the sex cells of one will each contain a determiner for a certain amount of pigment while every cell of the other will contain a determiner.

We have but to recall the reduction division (Fig. 3) to see the probable place at which the segregation of determiners occurs. When a tetrad is formed by the union of two chromosomes, each of which bears a determiner for a given character, the determiner in each case divides into two. Then when the parts of a tetrad are finally distributed to the four sex cells, half of them will have received a determiner for the character from the individual's father and half from the mother. Or if a determiner has been contributed by only one of the parents, then only half the eggs or sperms will receive it.

When referring to a single characteristic, we think only, as the case may be, of the segregation of the determiner and its absence, of the

segregation of the determiners for the same character if each parent contributed one, or of the segregation of a determiner for a character of higher value from one of lower (which we will not here discuss). When, however, several characteristics or one's whole inheritance are under consideration, recombination of characteristics is also seen to be the result of the segregation of the many determiners. Recombination may be illustrated thus: Start with two boxes to represent a sperm and an egg. Let the boxes contain marbles which represent chromosomes, each of which for the sake of simplicity is made up of a single determiner for a character. Marbles are chosen for the illustration because they are units and can have no effect upon one another when mixed. Each marble in a box must, for our purpose, be unlike any other. Several marbles, however, in one box may resemble the same number in the

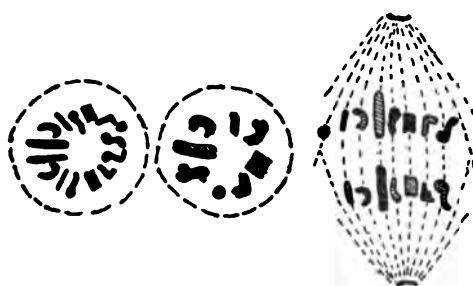


FIG. 5.—Recombination. The black forms represent the chromosomes contributed by one parent; the cross-hatched forms, the chromosomes contributed by the other parent. The last figure indicates possible recombinations in the cells resulting from a reduction division. (After Davenport.)

other box, while all the others should differ. Now pour the contents of the two boxes together (this is comparable to fertilization). To illustrate what happens when the oöcyte or spermatocyte is ready to divide into the final four sex cells, divide the marbles into two equal parts, being sure that no two of the several pairs of marbles which are alike go into one group (reduction division). One may be sure that where many unlike marbles are concerned

it is almost unthinkable that the two groups after the separation would be identical with the two with which we started. I will carry the comparison no further, since the foregoing represents what takes place from fertilization on to and including the formation of the new eggs or sperms, as the case may be; and the next step would again be fertilization and the bringing of one of these cells into relation with a new set of determiners. Fig. 5 is a diagrammatic representation of this same idea. The sex cell of one parent might furnish a child with a determiner each for tallness, brown hair, and strong lung tissue; the sex cell of the other parent, a determiner each for brown eyes, tallness, and normal mentality. The child's body in turn would show some shade of brown eyes and hair, be tall, have relatively strong lung tissue, and be probably of normal mentality, but in this last regard it is possible that since only one determiner was received it may under certain conditions fail to produce normal mentality, and hence some grade of feeble-mindedness

would result. This person's sex cells, however, will very likely show a combination of determiners which is different from that of the egg and sperm from which he arose. And were it possible for a sperm from each of the two kinds that would arise from a single spermatocyte to mate with an egg exactly like it from another strain, both the resulting children would be tall, but one might easily be brown-eyed, have light hair and strong lungs, and be mentally defective; the other might be blue-eyed, brown-haired, have weak lungs, and be normal as to mentality. These are only two of several possible combinations.

Other points of interest regarding heredity are (1) that an individual may be pure-bred or duplex with respect to one character, bad as well as good, and at the same time be simplex or nulliplex as to others. (2) Since sex is likewise a characteristic dependent on determiners, there is no possible way of influencing the sex of a developing embryo. (3) Barring a few sex-limited characters, as, for example, color-blindness, the two sexes are equal in their power to transmit heritable traits, and the inequality of a pair of parents is alone dependent on the fact that one comes from an inferior strain. (4) Like does not of necessity produce like (Fig. 5, No. 6), since in a simplex person a recessive character that does not appear in the body will be passed on in half of that individual's germ cells, and hence it is necessary to know the history of at least three generations in order to form an idea of what an individual may transmit to offspring. (5) If a family shows an abnormal character which is dominant, e.g., brachydactylism—a shortened condition of the fingers—it is perfectly safe for one to marry a normal individual from such a strain, since the normal condition is recessive, and hence his or her sex cells are pure for the normal; on the other hand, when an abnormal character is recessive, as is feeble-mindedness, an individual having inherited the condition will never be able to transmit anything else to his or her offspring; hence, if such a person marries it rests wholly with the other parent to contribute the determiner for mentality; then all the children will be simplex, and some may even show the defect in their own bodies. (6) And, finally, an important point regarding heredity is that conclusive studies must be made on every characteristic before it can be said just how each will act in inheritance; i.e., it is not possible merely to conclude that a character will be inherited in a way similar to one whose behavior is genetically understood.

In the light of all that has been said above, one can readily see why an understanding of the Mendelian principles regarding unit characters, determiners, and their segregation and recombination has during the past few years been of great value to plant and animal breeders. Also why it is that biologists are so confident that the permanent improvement of the human race is wholly dependent on heredity—on the perpetuation and recombination of desirable traits or characteristics.

III. The recent progress in determining the facts of heredity convinces scientists that human germplasm is already in possession of enough racial qualities of value to satisfy the most ardent eugenicist. On the other hand, they are convinced that our greatest social ills—mental defectiveness, moral degeneracy, sex degeneracy, pauperism, drunkenness, and physical weaknesses—are likewise dependent on the nature of the germplasm. The inheritance of only a few human traits of both classes is thus far thoroughly understood, but the knowledge acquired already points the way to ultimate analysis of the human organism. Accordingly the problem of race improvement has never before appeared so complex and at the same time so hopeful. Granting that the numerous human unit characters will some day be so understood that it can be predicted in advance how each will be inherited, there then remains the problem of deciding which are advantageous to our civilization and which detrimental. To give various traits rank within their respective groups is, however, another question. To decide upon the fate of individuals, and especially those whose inheritance includes both valuable and highly undesirable traits, is, without doubt, the most difficult of all. Research, investigation, and education are accordingly of the utmost importance in establishing a science and practice of eugenics. Genetic research can accordingly be said to take first rank among eugenic measures. Education, or the diffusion of the knowledge of heredity, is the next essential. This must, in turn, be followed by exhaustive investigations of an economic and sociological nature in order to insure the correct application of biological principles. The masses must in turn be reached for the purpose of creating favorable public interest and sentiment that will insure voluntary eugenic practices and the enforcement of proper legislation against anti-eugenic agencies.

In connection with research and investigation I shall speak briefly of the present status along lines of heredity only. One department of the Carnegie Institution—the Station for Experimental Evolution, located at Cold Spring Harbor, New York, under the direction of Dr. C. B. Davenport—is carrying on various lines of work with reference to heredity and evolution. The Bussey Institute, located near Boston, under the direction of Dr. W. E. Castle, is giving special attention to experimental breeding of plants and animals with a view to determining the facts of heredity. Notable contributions to cytological knowledge are being made by Drs. Wilson, Morgan, and others of Columbia University. Investigators at various other universities and agricultural experiment stations are carrying on research work in many related lines.

The American Genetics Association (until recently called the American Breeders' Association) is the one and only society of national scope in America whose aim is to foster research in genetics and eugenics.

Of its three sections—Animal, Plant, and Eugenics—we are here concerned only with the latter. Dr. Davenport has been the secretary from the time of its establishment in 1910, and Drs. Jordan, Bell, Goddard, and Southard have served in various official capacities. At present there are at least ten research committees that are organizing or carrying on important lines of investigation. My one note of warning to those who desire to identify themselves with the true eugenics movement in America is to beware of aggregations of people under the name of "Society for Race Improvement," "Eugenics Conference," etc. You are not likely to find them supported and conducted by those whose training makes them leaders in the Eugenics Section of the American Genetics Association.

In close affiliation with the Eugenics Section is the Eugenics Record Office, with permanent headquarters at Cold Spring Harbor, New York. It is under the direction of Dr. Davenport and the superintendency of Professor H. H. Laughlin. The functions of this office are as follows: "(1) To serve eugenical interests in the capacity of repository and clearing-house; (2) to build up an analytical index of the traits of American families; (3) to train field workers to gather data of eugenical import; (4) to maintain a field force actually engaged in gathering such data; (5) to co-operate with other institutions and with persons concerned with eugenical study; (6) to investigate the manner of the inheritance of specific human traits; (7) to advise concerning the eugenical fitness of proposed marriages; (8) to publish results of researches." A mutual relation with the public is thus established. Individuals who take an interest in the subject have an authoritative source from which to obtain information. Many, in turn, may be able to contribute valuable data, chiefly by informing themselves on their own family histories and by filling in one of the various kinds of schedules furnished by the office.

In England, genetic research is now carried on at several universities and experiment stations. Eugenic research is under way at the Galton Eugenics Laboratory, and also under the auspices of the Eugenics Education Society. In other countries, I know of no specific provision that has been made for eugenic research.

The burden placed on society by the existence of the unfit—the mentally and physically diseased and the mental and moral defectives—is the problem that gives most general concern. More than one hundred millions of dollars are spent annually in the United States because of bad germplasm. Approximately five persons in every one hundred of our population are through defectiveness, degeneracy, and sickness incapacitated for work and other normal activities. The state of New York spends one-fourth of its annual income on charitable and corrective institutions; one-seventh goes to care for the insane alone. In addition,

more is spent by the private charities than from the public funds in this state. England and Wales spend about seventy million dollars annually on "poor relief." It must, moreover, be taken into account that many normal people are drawn away from productive pursuits to care for the classes named. Then when we consider how many individuals, on an average, depend either directly or indirectly on each wage-earner, we can better realize what this burden of the unfit means to the families of the wage-earning and salaried classes, and of small landowners and small business people.

WELL-TO-DO CLASS

COMFORT

SELF-SUPPORTING AND EFFICIENT

POVERTY

DEFECTIVES

FIG. 6.—Classes of society. (After Lidbetter's description.)

Society may be said to consist of three groups—the small well-to-do class, the large self-supporting and efficient group, and the dependent, defective group (Fig. 6). Generally speaking, the mass of those below the poverty line are there because of defectiveness or degeneracy—they are chiefly those who have never reached a normal mental development or those of pauper stock. It is admitted that at any given time a few of those below the poverty line are there because of misfortune—unusual sickness, loss of property, etc.; they are suffering from poverty but not from pauperism. Mr. E. J. Lidbetter, in a valuable article on nature and nurture, calls attention to an attempt made on a large scale in London to benefit the lower class of the population. In 1889 an area of 14½ acres on the east side, conspicuous for its miserable and insanitary

conditions, was cleared and rebuilt. The result was that the five thousand or more persons who were dislodged entered the surrounding neighborhoods, which have through them since become as undesirable as the original area. None of them returned to the new accommodations. Regarding this experiment Lidbetter says, "Many of the survivors of that cleared area have been known to me during the past ten years and I know them as a mass of broken and twisted human wreckage whom no external influence could improve." His biological knowledge together with his experience in social work led him to insist that "blood" must be taken into account, that improvement cannot be imposed from without, and he further says, "the measure of the response to external influence must ultimately become the test between good and bad stock."

Genetically and economically, we can hardly at present be said to be in a position to take a stand regarding the social control of any of the burdening classes except the feeble-minded. Various facts especially warrant society in taking steps to protect itself in this regard. It is the one class of the unfit about which there is most accurate information from the standpoint of heredity. Dr. Goddard, as the result of careful investigation, states positively that not less than 65 per cent of the feeble-minded have inherited the condition. Others have placed the percentage even as high as 90. It is definitely established that a pair of feeble-minded parents give rise only to feeble-minded children (Fig. 7). Their birth-rate is far in excess of the average for normal people. They constitute a class that is intimately associated with pauperism, alcoholism, prostitution, venereal diseases, and crime. And lastly, they are destined to become still more burdensome, since our civilization is developing in such a manner that success is constantly becoming more dependent on mental fitness. Hence of all investments that the provident classes can make for future generations none is more promising of returns than are the funds spent on eliminating strains of feeble-mindedness from the population.

The feeble-minded, as a class, includes those human beings that are lacking in several or many human traits which are considered necessary to our civilization. They are the real mental defectives and are not to be confused with the insane, epileptics, and others who may have reached a normal development and then became diseased. The idiot, at one extreme of the group of the feeble-minded, may be absolutely incapable of attending even to his physical wants, and is recognized by all at a glance. At the other extreme, however, is the high-grade imbecile, who from appearance may give no indication of his mentality, and may even be likable and pleasing in features. The Binet-Simon test for determining intelligence is adapted to normal children up to the age of fifteen and would, if given to a high-grade imbecile, show him to be four years or more below the mentality of a normal child of the same age.

The germplasm is either entirely without certain determiners for the normal mental condition or, if simplex, the character may appear in a weakened form; in either instance the individual can reach only a limited development. Such persons may be teachable—they may even

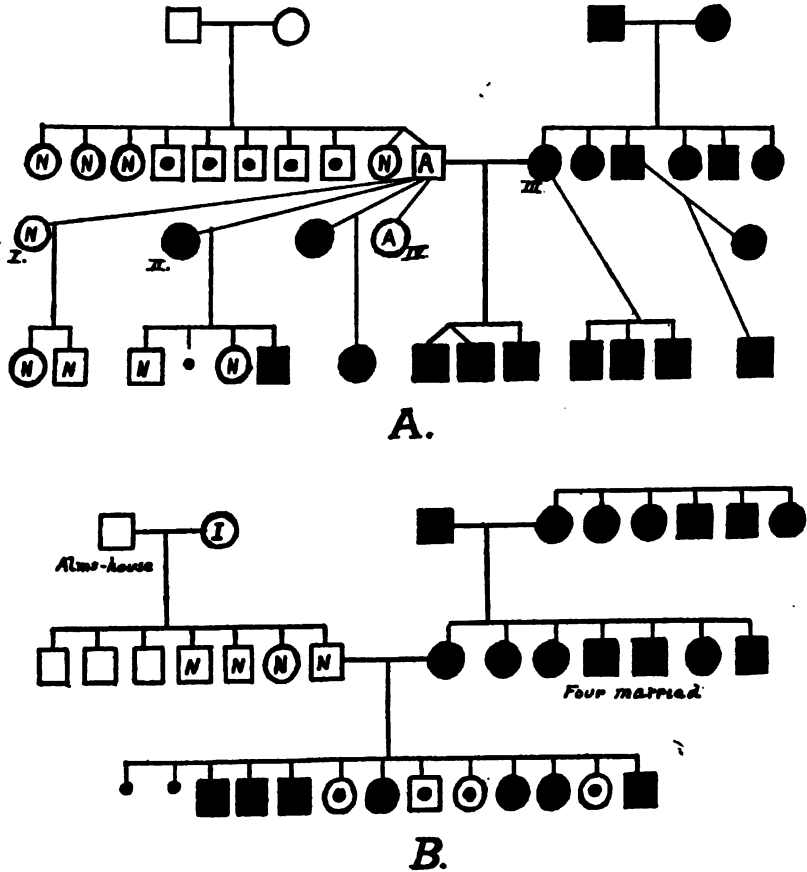


FIG. 7.—Feeble-mindedness. Divisions A and B are shown together because the central female in each are sisters. Males are represented by squares; females, by circles. Black indicates that the individuals are feeble-minded; only those marked *N* are known to be normal; the black dot indicates a miscarriage, but if within a circle or square it indicates that the boy or girl died in infancy. The central male individual in Division A is of unknown parentage, is alcoholic, has been married to four women, and in addition has mated with a fifth. (After Goddard.)

be made self-supporting—but their self-control can never be relied on. The high- and low-grade imbeciles constitute the class from which are recruited many juvenile offenders—those who start fires, those who commit petty thefts, those who are repeatedly moral offenders, and those who even commit murder through their lack of self-control or at

the suggestion of others. These, moreover, are the ones who intermarry in many cases with the lower strata of the self-supporting group, or otherwise mate with mentally normal people. Strains normal as to mentality are thus contaminated. Even should the offspring themselves be normal, they would nevertheless be simplex as to their sex cells. Matings between two strains which bear the hidden defect are not uncommon, and thus the appearance of an occasional defective child in so-called normal families (Fig. 4, No. 6).

It is estimated that in the United States there are easily 300,000 persons who are feeble-minded, and fully 200,000 more are not sufficiently intelligent "to compete with their fellows on equal terms and thereby to earn livelihoods." There is no law in any of our states for the compulsory commitment of individuals of this class to institutional care. I merely mention, in passing, that England, through the Mental Deficiency act, 1913, is now in position to make a beginning in this matter of retention. In the United States less than 10 per cent of the feeble-minded are in institutions and then only for the purpose of training them or as a charity, not as a protection to society, for it is often just about the time that they are able to reproduce themselves that they leave the institution. Consequently of the 90 in every 100 who are at large, many thousands of the younger ones are indiscriminately associated with the normal children in our public schools, where they are a constant source of trouble for teachers, and where normal children are prevented from progressing as rapidly as they would if the schools were free from the mental defectives. And the danger of normal children being led into immoral habits through contact with irresponsible, degenerate children is by no means fully realized by all parents.

After the public schools, the courts offer probably the next most important place where the feeble-minded may be found, and from which they disappear for a time to help fill our prisons and reformatories. I have already spoken of crimes committed by the feeble-minded, and the shame is that such persons are punished according to the nature of the crime. Little has been gained and in due course of time they again appear before the courts. Why not begin to deal more intelligently with this problem by taking into consideration the mentality of such persons? If mentally defective offenders were sent for life to colonies for the feeble-minded society would be doubly protected, both from the individuals themselves and from probable offspring with similar traits.

The feeble-minded of both sexes found in the almshouses constitute a third large group. In order to impress upon you the terrible consequences of allowing especially girls and women to be kept in the many county poorhouses, which they enter and leave at will, I will quote from Goddard. He "examined eight women in one of the best almshouses to be found. All of these had given birth to feeble-minded

ization of "confirmed criminals, idiots, imbeciles, and rapists." Since then twelve or more states have passed somewhat similar laws. Regarding these there are two questions: Is the method physiologically efficient? and Will they stand the test of the courts? A few test cases have been decided in favor of the law. With respect to the efficiency of the method, it may be said that a committee from the Eugenics Section of the American Genetics Association has during the past two years been carrying on an extensive investigation. Its report is now in press and will appear as *Bulletin Nos. 10a and 10b* of the Eugenics Record Office.

The problem of the feeble-minded is so great and so complex that a step of great benefit to any state will be the establishment of a mental deficiency bureau that at some future time could be made a part of a state eugenics commission. Its first essential is that the trained staff contain a fair proportion of geneticists. Secondly, it should be stipulated that at least two years be allowed for careful investigation of the local situation before such a bureau advise as to legislation, or take upon itself executive power. In addition to the study of family histories, one of its most important tasks would be early to devise some method, or approve an existing one, as for example the Binet-Simon measuring scale of intelligence, whereby mentality may be determined. Through the work of a trained staff a state can be brought to realize better its needs and to make proper provision for dealing with the problem. Even where sterilization laws have been enacted, only a small percentage of the feeble-minded of a state come within its scope. A careful registration of mental defectives would greatly aid the courts in the proper disposal of those that appear before it; the various boards of education over the state would thus sooner be induced to bring about segregation in the public schools on the basis of mentality; isolated communities in remote regions, difficult of access, would thus be located, where, through inbreeding, centers of degeneracy have formed. And lastly, a campaign of education can be carried on by such a bureau that will lead its people to see that as matters now stand they are paying the price, and that even custodial care is a good business proposition; also one that will lead its people to demand wise laws in this matter and to aid in their enforcement.

The federal government is not exempt from responsibility in eugenic matters. To it falls the task of permitting only physically and mentally fit immigrants to enter our ports. The limited facilities of the immigration service will not long suffice when once the people are awake to the importance of this question. It is just as essential to know the nature of the immigrant's sex cells as to know the condition of his or her body at the time of entrance. In consequence of this fact Davenport has repeatedly brought forth the argument that it is highly necessary that provision be made for learning the family histories of prospective

immigrants if we are to be able to accept only such as are likely to be the starting-point for desirable strains on our soil. Even with our present law it would be interesting to know how often information and aid are given by citizens to immigration officials that will lead to deportation, within three years, of such persons as prove to be undesirable.

The anti-eugenic effects of wars, especially such as are waged for principle, are repeatedly commented upon by David Starr Jordan, both in writings and from the platform. His investigations lead him to insist that "there is not a nation that is today what it might have been if it had chosen its best for survival instead of slaughter." His interest in eugenics explains in great part the reason why he is such an earnest advocate of peace. Benjamin Franklin's expression, "Wars are not paid for in war time; the bill comes later," is highly appropriate in this connection.

Mention will be made of only a few other suggested eugenic problems. (1) The cost of living and other economic considerations bear a most intimate relation to the question of deferred marriage, and particularly to the rearing of a family, by those intent on higher education, getting a start in the professions, entering on army and navy careers, accepting government posts, etc. Prohibitions against marriage in the case of women teachers, in the case of priests and clergy, and even in the case of undergraduates of colleges also come in this category. (2) Among wage-earners, children cannot, as formerly, be considered an economic asset. The limitation of the size of families has been repeatedly shown to bear a definite relation to the economic status of honest, thinking people. Accordingly there arises the question of determining in how far child-labor laws, compulsory education, old-age pensions, etc., are really eugenic in nature. (3) Should the nature of inheritance be made a special factor in matters of health insurance, compensation under liability acts, taxes, etc.; i.e., if diseased strains see fit to perpetuate themselves should they not bear a greater part of the financial burden which they are likely to place on society? (4) With the great advance in surgical obstetrics, what will be the result of perpetuating many strains whose women are so constituted that childbirth is not a normal process? (5) The government, particularly of cities and counties, is most intimately affected by the question of outdoor relief—"a corruption fund of the worst sort," as it has been called. The problem of who holds the balance of power in local politics has a very definite eugenic aspect.

Regarding positive eugenics for the present little need be said. Because of the interrelation and dependence of so many elements in the make-up of society, it is believed by many that the gradual correction of important negative practices, together with the education it is hoped the masses will in time receive relative to the subject of heredity, will go far toward bringing about voluntary practices of a positive nature.

In conclusion, a word about education. In view of the fact that epoch-making researches in genetics are in progress, and that there is such a general awakening to social conditions, the next few years seem to be a most critical time for the diffusion of accurate ideas regarding eugenics. Formulating methods for the correct application of the principles of heredity in the case of human beings rests, however, chiefly with groups other than the biologists who discover the principles—with physicians, social workers, economists, psychologists, educators, ministers, lawmakers, conscientious parents, and other good citizens. Hence the overwhelming need of informing people generally, at the earliest opportunity, concerning the present knowledge of heredity, and of impressing upon them that eugenics is the study of human inheritance and the application of its principles through socially controlled agencies, and not a thousand and one things that now pass under that name, solely because of ignorance as to heredity. Even physicians, the class whose opportunities are greatest for disseminating correct ideas of parenthood, are, with rare exception, not prepared to give trustworthy advice as to inheritance. Very few of the medical curricula, as yet, contain courses on these new subjects of genetics and eugenics.

In association meetings, clubs, churches—in fact, wherever people gather—eugenics is the topic of the hour. Yet the foundation principles of heredity are seldom mentioned except in scientific bodies, because so few understand the two difficult phases of biology—Mendelian inheritance and cell structure and activity—and these persons are chiefly occupied in academic and research work. Ordinarily ideas regarding anti-eugenic practices and hoped-for results from so-called eugenic measures constitute the burden of most discussions. Resolutions, demands, and legislation, in most instances, can more logically follow in the wake of the proper kind of education. Hence the foregoing recommendation that the local chapters of the Association of Collegiate Alumnae give serious consideration to this subject before the next biennial meeting of the Association. College women are usually in a most advantageous position in their respective localities to aid in the diffusion of knowledge. For this reason this discussion has been largely in the nature of an appeal for correct education in matters of eugenics.

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ADDRESSES

- THE EUGENICS RECORD OFFICE, Cold Spring Harbor, Long Island, New York, publishes memoirs, bulletins, and reports; furnishes eugenical information on request; desires co-operation in filling in schedules.
- THE AMERICAN GENETIC ASSOCIATION, Washington, D.C., publishes the *Journal of Heredity* (*American Breeders Magazine* until January, 1914).
- THE TRAINING SCHOOL, Vineland, New Jersey, has departments for training the feeble-minded, research, and education.
- THE VOLTA BUREAU, Washington, D.C., a repository for information on the deaf.
- THE EUGENICS EDUCATION SOCIETY, Kingsway House, Kingsway, W.C., London, publishes the *Eugenics Review*; issues pamphlets and reprints; is engaged in educational work; arranged the first international eugenics congress.

The Thirty-Third General Meeting of the Association of Collegiate Alumnae at San Francisco, Aug. 16-24 inclusive, 1915

Tentative Program

Monday, August 16: Council meeting; in the evening the opening reception in the California Building on the Exposition grounds.

Tuesday, August 17: Business meetings in the Civic Center Auditorium.

Wednesday, August 18: Conferences; in the evening an open meeting (speakers will be announced later).

Thursday, August 19: Meetings at the University of California, Berkeley. In the afternoon three hundred and fifty women students will repeat the *Parthensia*.

Friday, August 20: Business meetings at the Civic Center Auditorium. In the evening a banquet at the Fairmont Hotel.

Saturday, August 21: "Collegiate Alumnae Day" on the Exposition grounds. Members will remain for supper and an illumination.

Monday, August 23: Council meeting. In the evening an excursion to Mt. Hamilton Observatory and the great telescope.

Tuesday, August 24: An invitation is extended to the members of the Association to visit the San José Branch at San José.

The official party will leave *Chicago* August 2, 1915; *Minneapolis* August 3, 1915, on its own special Pullman train—including dining and observation cars. The route will be through the Canadian Rockies with stops and sight-seeing trips at Lake Louise, Laggan, and Banff; thence through the Canyon of the Frazier River to Vancouver and by steamer to Victoria; from Victoria via the Puget Sound steamers to Seattle, whence another special train to San Francisco will pass through the famous Mt. Shasta region. Stops for sight-seeing will be made at Tacoma and Portland in addition to the places already named. This party will reach San Francisco August 15, 1915.

The price from Chicago—including transportation, Pullman berths, all sight-seeing trips, carriages, motors, steamship fares, 150 lbs. of baggage and its transfers, the best hotels on the European plan, two in a room—to San Francisco (15 days' travel) and return railroad transportation (choice of four routes) to Chicago will be approximately \$161.00.¹

To obtain these special rates and accommodations we must have at least *one hundred* members in the party.

Friends of members and delegates may be included in the party upon application to the General Secretary and the payment of a small registration fee.

The prices quoted above do not include meals. So many of our members prefer to club together in dining-cars and hotel restaurants that it seemed unwise to increase the cost for each person by \$2.75 per day, the amount allowed for meals. Coupons for meals may be purchased at the rate of \$0.75 for breakfast, \$1.00 for luncheon, \$1.00 for dinner, and are redeemable at face value if not used.

Hotel rates in San Francisco will vary from \$2.00 to \$5.00 a day. Arrangements will be in the hands of the Chairman of the Housing Committee of the California Branch.

MRS. E. J. MOTT,
2628 Baker Street,
San Francisco, California

For *return routes*, see inside cover of *January Journal*, and later *Journals*. Further information with regard to hotel accommodations will appear in the *April* and *May Journals*.

For further information apply to VIDA HUNT FRANCIS, *General Secretary*, 1225 Spruce Street, Philadelphia, Pa.

¹ Prices cannot be absolute at this date—but will in no case exceed the sum stated.

NOTICE

Additional copies of this number of the Journal of the Association of Collegiate Alumnae containing *Heredity and Problems in Eugenics, A Report of the Subcommittee on Eugenics*, may be secured by addressing the University of Chicago Press, 5750-58 Ellis Avenue, Chicago, Illinois. Price 25 cents, postpaid.

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APRIL 1915



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For all general information concerning the Association, application should be made to the General Secretary, Miss Vida Hunt Francis, 1225 Spruce St., Philadelphia, Pa.

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VOLUME VIII—No. 3

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HAVE WOMEN'S SALARIES BEEN INCREASED BY HIGHER UNIVERSITY TRAINING?

SARAH PLEIS MILLER

The answer to this question takes more the form of prophecy for the future than of an exact statement of facts. Therein lies its chief charm; but some definite facts can be given, and, by a process of reasoning which recognizes that "history oft repeats itself," conclusions of some definiteness can be reached.

Some of us have lived long enough to witness, at least in part, the evolution of college training of women. In 1874 few women felt impelled to go to college; in 1894 a marked change had taken place; and in 1914 the story that could be written would fill many pages. At first, only those women enrolled in college whose going was unattended by hardship, unless they desired to go where they were not especially wanted. Now, a woman will borrow the money which makes her attendance at college possible, or she will earn the necessary expenses while carrying on college work.

At this point I feel that a word must be said concerning the part the colleges are playing, a part often overlooked: they are giving their best—their faculties whose individual members are an inspiration, their splendid equipment in great excess of the purchasing power of the tuition fees, and help and encouragement to those who must earn while studying. It is to be regretted that every college student should not have the four years for study unhampered by any necessity to earn money, but this problem has been met, in part, by the granting of scholarships. I wish, also, to add a word of heartfelt thanks to those colleges and universities which have nobly come to the assistance of the men and women who could not give up the positions they held long enough to pursue a college course—the University of Pennsylvania is one—and have at great sacrifice opened "teachers' courses" making it possible for small groups to attend classes at hours when they were free, and have given

to the teachers the regular college degree, when the course was completed. It cannot be denied, however, that those who teach and at the same time attend college classes in the late afternoon or evening, not for one year, but often for six or more years until the coveted degree is theirs, are laboring under great strain; one of several things is sure to happen, loss of health, lessened power in the classroom, or the value of the college work is compromised by the selection of studies requiring the least work; school and college officials can help at this point by granting a sabbatical year to teachers who are studying for degrees.

But why has the desire for a college education grown? It has grown because women have heard the call for the "college-trained woman." They have seen that a college-trained woman is not better than any other woman, but that a woman with a college training is better than she could have been without that training. They have seen that a broader culture can be obtained more quickly and more systematically in college than it ever can be obtained by years of self-instruction. They have seen that the time was coming when college-trained men and women would be demanded.

With the increased demand for the college degree has come, unfortunately, the growing tendency to make the process of its acquisition easier; in many cases such scholastic work has been pursued as occasioned the least mental effort and yet gave the maximum number of credits. The college degree must be guarded if it is to be of value to its holders, and it can be best guarded by lessening the number of so-called "elective subjects" and increasing the number of "required subjects."

Has the possession of the college degree increased salaries? In earlier years the college woman stood shoulder to shoulder with men and women not so trained and received the same or an even lower salary. This question must be satisfactorily answered, however, for from this we shall pass to the next step in the education of women. In formulating an answer we have summarized a few present-day statistics and answers received to various questions sent to certain bureaus and agencies.

The civil-service bureau, in answer to the question to what extent a college degree is a requirement for women candidates for positions under civil-service regulations says: "In some cases it is a preliminary requirement for entrance to the examinations. In any event, the educational training forms a ratable part of the candidate's equipment and the greater this is in extent the greater will be the credit given."

A report compiled from answers received from several well-known teachers' agencies in reply to the following: To what extent is a college degree a requirement for women candidates for (a) teaching positions and (b) executive positions? states: "Uniformly for teaching or execu-

tive positions in colleges, for executive positions in all high and normal schools of first rank, private schools and in endowed secondary schools, and for 90 per cent of the teaching positions in high and normal schools."

Twenty cities were selected, representing Canada, eastern, middle, and western United States, and to the superintendent of schools in each of these cities were addressed two questions, the first of which was, At what date was a college degree made a requirement for women candidates for positions in the higher schools of your city?

From a report compiled from sixteen of the superintendents we find that "the college degree is required, except for teachers of commercial branches, domestic science and manual training"; beginning for some cities as early as 1884 and as late as 1913 for a few. A few reported that "exceptions must be made to this rule from time to time, for the reason that the supply of college-trained teachers does not yet equal the demand." "The college degree is not required," in one city, "except for the teachers of the highest rank." Three failed to reply.

The second question submitted was as follows: Is there any possibility of extending this requirement to positions open to women below the high-school teachership?

"No," was the answer of the majority, "since the supply of teachers is not equal to the demand." Two superintendents stated 'that' a college degree is becoming imperative for candidates for the principalships of the elementary schools." One superintendent wrote, "where 'Intermediate Schools' called at times 'Junior High Schools,' including the seventh, eighth, and ninth years, are being established, the teachers in these schools must have the same preparation as the teachers in the high schools, that is a college degree. This will hold for all new appointees, and those previously in these grades are requested to fill in the deficiency as soon as possible."

Today, the woman without a college degree is outdistanced by those who are college trained. If, without a degree a woman is not eligible to the best positions, surely the degree has paid in dollars and cents.

With the worth of the college degree established, what is to be said for the collegiate training beyond the Bachelor's degree? This is where we of today need the retrospect of the history just cited and the vision of the future. The world's work is stupendous—there is so much to be learned that a lifetime were all too short and our powers all too limited to compass it, but, at least, no amount of training can be too much. It is not enough to know something of chemistry; you must have some knowledge, as much as possible, concerning every other science together with an acquaintance, at least, of history and philosophy. It is not

enough for the social worker to be imbued with a love of humanity; he or she must possess some knowledge of the laws of health, of sanitation, some knowledge of the industrial conditions in this country and in other countries, of the principles of economics, of philosophical systems past and present, and of history.

Thoroughness in one field, yes, but knowledge of as many others as time permits. This is the vision. To what does it lead? In general terms *to broad training with specialization deferred as long as possible*. Any school system which begins at the other end of this process will fail to train the pupils for the years which are to come. Any college which fails to see this vision and which does not impress it upon its students will not give the best guidance to its graduates. And where, in the last analysis, is the specialization to begin? Preferably in postgraduate courses. The four years of the college course would then be used in giving a broad training, in presenting all of the important fundamental subjects, and leading to the sure selection of the specialty to be pursued later. This is true of the profession of medicine; it is becoming true of every other important profession, of which none is more important than teaching.

Just as clearly as we see this vision of the future, just as sincerely as we accept the statement that "all utilization of knowledge depends upon having a surplus stored up in our mind," just so clearly will we discern the importance of formal study beyond the Bachelor's degree.

Depth and thoroughness of specialized knowledge is being demanded, but a depth and thoroughness built upon a broad and sure foundation of general knowledge, general culture. The man or woman who specializes too soon fails to catch "relative values," fails to gain sufficient knowledge of related subjects, and therefore, in the time of a crisis, is found to be without resource because of inadequate training. As in religion sentimentality and emotionalism are far removed from a passionate search for and a passionate devotion to the "truth," so in education superficiality and narrowness are many leagues distant from a thorough and an honest search for the "truth."

Does postgraduate study pay in dollars and cents? You will find holders of advanced degrees working shoulder to shoulder with those not so trained; you will find posts of honor being given to those not so equipped; you will find salaries not sufficiently large to compensate for the time and money expended for this graduate training, for the idea "that good service should receive a just recompense" takes root slowly and painfully and when rooted is induced with great difficulty to bear fruit. But money, necessary as it is, is not the first consideration; if it were there would be few women college graduates today and very few

women holding advanced degrees. There are, however, some facts to encourage and to urge women to pursue postgraduate study.

The civil-service bureau reported in answer to the question, To what extent is postgraduate collegiate work (as evidenced by certificate, Master's degree, or degree of Doctor of Philosophy) a requirement for positions open to women under civil-service regulations: "It may be a preliminary requirement for entrance to the examinations to some of the higher positions. Where not a requirement it adds to the average of the candidate."

From the teachers' agencies, the following facts were received in answer to the question, To what extent is postgraduate collegiate work (as evidenced by certificate, Master's degree, or degree of Doctor of Philosophy) a requirement for (a) teaching positions open to women and (b) executive positions open to women: "While a Bachelor's degree is *generally* sufficient for secondary-school work, a Master's degree makes possible many of the *best* positions. Graduate degrees are becoming more imperative for executive positions in high and normal schools of first rank. At least an A.M. degree and frequently a Ph.D. degree is required uniformly for teaching or for executive positions in the best colleges and universities. Where not required, all other things being equal, preference is always given to those candidates so equipped over others."

The same question was addressed to the superintendent of schools of each of twenty cities. One superintendent reported, "one year of graduate work, part of which has been pedagogical, is a requirement for 'intermediate high school' and for high-school teachers." Another stated, "a college degree and some graduate work is an absolute requirement for the position of 'first assistant teacher' in high and normal schools." Three answered, "postgraduate study or a postgraduate degree gives credit in terms of years of experience, where such is not a requirement, and thereby gives to the teacher a higher salary (the amount of credit given depending upon the extent of the postgraduate work above the minimum requirement)." All of the superintendents who replied, seventeen in number, stated: "Postgraduate degrees are absolutely essential for heads of departments and for all executive officers of high and normal schools." Further, the large majority said: "Where such work is not required, all other things being equal, preference is always given to those who have pursued postgraduate study."

Twenty well-known colleges and universities were selected, and to them the following questions were addressed: First, are there any instances which you are willing to cite (without names) in which positions have been given to women who hold a certificate for postgraduate

collegiate work, or who hold one of the postgraduate degrees, in preference to women not so equipped?" The answer was unanimous, stating either, "This is the practice," or "This will be the practice in the future"; second, What, in your opinion, is the future for the college woman who does not continue formal study in the universities, as contrasted with that for the college woman who does pursue postgraduate courses of study? A composite answer is: "The college woman who does not study beyond the Bachelor's degree will be restricted to positions in secondary and normal schools and these positions will be lower than the important supervisory places. For many professions, and the number of these is increasing, some sort of postgraduate study is necessary. Universities and colleges are inclined to insist not merely on the Master's but on the Doctor's degree for permanent members of their faculties."

College women have realized that postgraduate study is becoming more imperative; this appears evident upon examining the records of the Graduate School of one university, the University of Pennsylvania. In 1895-96, when the Bachelor's degree was not required, there were thirteen women (candidates for degrees) enrolled; in 1904-5, when the Bachelor's degree had been made a requirement, there were thirty-six women students (candidates for degrees); and in 1914-15, when not every Bachelor's degree is accepted, there are one hundred and fifty women students, all candidates for one of the higher degrees.

The postgraduate degree has not escaped the cheapening process; this has reached its greatest degradation with institutions which, for ten dollars, give the applicant a D.D. degree, "which will look so well hung on the wall of your study"; or with institutions, which give a Ph.D. degree for a sum of money and require a minimum of brain work presented on the "correspondence-school plan"; or with certain oriental colleges which give the degree upon payment of a sum of money; or with even bogus institutions, which solicit trade in every clime. The graduate degree must also be guarded. Postal laws are aiding and educated opinion is making itself felt; but there are ever some abroad who are not particular concerning their possessions, and to these individuals a degree has a charm despite its odious character. School boards and college and university authorities are helping, in this matter, by placing stress upon the words "a degree from the best colleges and universities."

Has postgraduate study increased salaries? It has. From statistics it is shown to be a requirement for candidates for the majority of the college and university positions and for the better positions in the secondary schools. And in the many cases where it is has been given preferment, it has thereby increased salaries. It must in the future; since the demand for such training is being made, adequate remuneration

can, likewise, be demanded. But monetary recognition, important as it is, is not of primary consideration; of still greater importance is the question, Does it pay to approach your selected life-work well trained, possessing an acquaintance with those things remotely connected with your specialty, having a more intimate knowledge of those matters closely connected with your work, and having as thorough a knowledge of your particular field as you can possibly acquire? If such has been your training, you will be more than a mere specialist, you will be a human being having a well-balanced mental vision alive to the issues of life; and in terms of the greater service which you can render to your fellow-man will be found the real valuation of your life and the true answer to the question, Is postgraduate study worth while?

HAVE WOMEN'S SALARIES BEEN INCREASED BY SPECIAL COURSES IN EDUCATION?

WINIFRED J. ROBINSON

When Miss Francis told me last week that Miss Adams could not attend this meeting and that it would give her peace of mind to go on with preparations for this week which we are now enjoying if I would take Miss Adams' place on the program I felt that our relations were somewhat like those of housewives who were next-door neighbors in the old New England days. She was to have guests and had been disappointed as to a part of the hospitality she had intended to provide for them. I was a near neighbor and had just come into her neighborhood. It was friendly to put confidence in such a newcomer, and I must show that I had a willing mind. I must at least bake a pie to take over.

I thought that I would send to the University of Wisconsin for some good meat of statistics as to salaries; to Michigan Normal College for some sound apples of that pedagogical tree which has been under cultivation nearly seventy years; to Teachers College, Columbia University, for the good citron of their experience; to the Boston Bureau of Vocational Training for currants; to Miss Adams herself for spices and flavoring. How I should enjoy the tasting! The answer came from Professor Elliott, the head of the Department of Education at Wisconsin, that he had no such meat; from Professor Roberts of Michigan, not one apple; from Professor Kilpatrick, a kindly offer to give such few scraps of citron as a careful search at Teachers College might yield; from Miss Adams of Smith College, the word that she had scarcely a spice or a spoonful of spirits to offer for flavor, so there is nothing but crusts in this pie and they are not well baked.

Four years ago, Professor Susan Kingsbury of Smith College made an admirable report on the economic efficiency of women based on the four hundred and sixty replies she received to the questionnaire she sent out. Three hundred and seventeen of these returns were from teachers, so it was practically a study of the teaching profession. Reports included students from forty-two different colleges who had taught from one to ten years and had done from one to eight years of graduate study. Miss Kingsbury found that the capital invested in a college education must be \$2,500.00 to \$3,500.00 and more often amounts to \$7,000.00 because of advanced work and travel. I estimate that the capital invested in a course at Teachers College or Michigan Normal College is about one-half to two-thirds of this minimum.

Miss Kingsbury concluded that promotion from grade- to high-school work takes place after from one to three, or sometimes five years of teaching. To attain a satisfactory position in a high school or college requires graduate study. For such promotion in the public schools, at least, the normal graduate has the advantage because an examination in pedagogy as well as in the subject taught must be passed for such promotion in the better-paid public schools.

A third statement made by Miss Kingsbury is that the earning capacity above apprenticeship for the college graduate commences at from twenty-five to twenty-seven years of age. Low salaries are not confined to apprentices. The earning capacity above apprenticeship of the normal graduate begins at least two years earlier than that of the college graduate.

Miss Kingsbury discovered that length of service does not bring the requisite advancement in salary. In this the normal graduate has the advantage because she attends the meetings of associations which have somewhat the trade-union spirit where salaries are discussed, instead of meetings where the most recent problems in research in her subject form the matter for discussion, and the question of salary is too base to be mentioned. The recent successful campaign of the New York City teachers for equal pay for equal work has affected not only themselves but all the public-school teachers in the country. Solidarity counts.

Miss Kingsbury says, "College women are apparently making efforts to increase efficiency but are not receiving commensurate returns." Recently a school superintendent in New Jersey was seeking a high-school teacher, and when told that he could not get one from Teachers College who had had three years' training beyond the high school for less than \$1,300.00, replied "I can get a Ph.D. for that." Professor Kilpatrick answered: "You cannot get one of our trained young women for less." I could think of as many Doctors of Philosophy as I could

count on my fingers who were receiving that particular salary, while he was telling me about it. At Columbia, the appointment committee always has more difficulty in placing Barnard students than Teachers College students, though ability is often in favor of the Barnard student.

Another conclusion to which Miss Kingsbury comes is that college women are not making vigorous attempts to reap the reward of effort but permit love of the present work or personal preferences to interfere. We pay for the location of a house, quite as much as we pay for its size when we rent it, and if the library or laboratory opportunities, the social or geographical environment should be sufficiently attractive to make one willing to pay for an academic locality, this constitutes a part of salary spent, as much as if there were an actual exchange of money in this connection.

This consideration does not come entirely from being a woman, for of two men of equal ability, one having spent the same amount in professional training as the other did in gaining his Doctor's degree, the former will probably receive \$2,250.00 for the position of teacher of education, \$2,400.00 as head of the training department in a normal school, or \$2,800.00 as superintendent of schools, while the man who has taken his Doctor's degree will probably take \$1,600.00 for a Harvard position or \$1,800.00 for a position in a small college, the difference being charged doubtless to the joy of living.

I spent an hour at Teachers College in New York last week in looking over the card catalogue of positions held by their students, and copied the first twenty salaries of young women who had graduated from a normal school and had spent one year at Teachers College. This would give them the same amount of time spent in preparation which a Junior in a college of liberal arts has had. If we equate their average experience with the college girl's Senior year, there is still a great difference in earning capacity in favor of the trained teacher; the college graduate will probably receive from \$500.00 to \$900.00, the normal graduate \$1,300.00 on the average. The twenty salaries I copied ranged from \$900.00 to \$1,500.00.

All of this depends largely upon the law of supply and demand. Dr. Claxton, United States Commissioner of Education, in his last report says that 60,000 additional positions in elementary schools would have been filled by trained teachers last year if the supply had been sufficient. Only one teacher in five has had professional training.

The difficulty which I have experienced in gathering material upon this subject makes me wish to urge the members of this Association who are engaged in educational work to answer any questionnaire concerning salaries, fully and frankly. Miss Kingsbury received replies from only

20 per cent of those to whom her questions were addressed. Unwillingness to give a statement as to one's income is a relic of the time when a woman's only spending money was the allowance given her by her husband or father, which was supposed to be as large as he could afford and which no loyal woman would reveal. A self-supporting woman ought not to feel any such hesitation.

Secondly, may I ask you to do everything you can to make young women feel that they need vocational training in education for teaching just as much as vocational training for other professions, and that the young women who have had the advantage of the liberal college education ought to correlate it with some professional training.

Thirdly, may I ask you to use your influence to make college girls keep accounts of their expenditures? Those who are compelled to earn their living are too likely to have their financial conditions, "Received, so much; spent, so much," like Blücher's. Keeping accounts, and trying to lay aside something for their old age might lead them to leave the rank of teachers. I know one woman who, being a teacher of mathematics, was able to make computations and found that at the salary she was then receiving she would be able to save enough by the time she reached the retiring age of seventy, to live upon, for two years. She left the teaching profession and now keeps an inn.

THE CASE OF THE NEW YORK STATE NORMAL SCHOOLS

LENA L. SEVERANCE

New York maintains eleven normal schools for the purpose of training teachers for public schools. These are the focal point of the state educational system and their diplomas are a life license to teach.

The Albany Normal School dates from 1844, but it was not until the Oswego School was established in 1862 that New York state began to train teachers as well as to educate them. State legislators immediately recognized the value of this work, and made normal-school positions among the most important and best-paid offices of the state. Just one salary was better than the normal-school principal's: this was the governor's. The men teachers received the pay of the comptroller and the other heads of departments, and even the pay of the women teachers equaled the per diem pay of the lieutenant-governor. Able, refined scholarly men and women went into these schools, with salaries equal to and often superior to those of college professors.

The results fully justified the expense. The success of the graduates of the Oswego Normal School was such that they were called, not only to establish other schools in New York, but in every one of the New England states and in sixteen other states. City superintendents

throughout the West and Middle West were proud to publish in their reports the fact of employing New York Normal School graduates. "Send me a Cornell graduate for our high school, provided you have one who was trained to teach in the Oswego Normal School," wrote the Omaha superintendent in 1879 to the president of Cornell.

New York's success in training teachers not only attracted attention at home, but it won laurels for the state abroad. Miss Clara Armstrong, an Oswego Normal School graduate, after a short service in the Argentine Republic, was commissioned by that government in 1872 to return to the United States and bring back sixteen trained teachers. The most important factors in organizing and conducting Argentina's normal schools for the first ten to fifteen years of their history, were the graduates of New York normal schools. Oswego Normal graduates led the educational work in Hawaii and Mexico. The normal schools of Japan were organized by and were until recently, if not today, conducted by graduates of the Oswego Normal School. There was no department of state work that yielded richer returns for the money spent, and no other with the unique record of giving prestige through the excellence of its work to the state on three continents. This was what the normal schools accomplished for the state up to 1876. During this period no more flattering offer could come to a teacher than to be invited to teach in one of the normal schools. Not only was the salary fine, but it was recognized that the schools employed only unusually able teachers.

Unfortunately, the schools have not maintained this proud leadership. Within the past ten years many teachers have refused to teach in these schools because of their declining reputation and their poor salaries. Not long ago a New York normal-school principal wrote to Cornell University for a teacher, setting forth the necessary qualifications and stating the salary the state pays. He received the reply that teachers of the quality described readily commanded twice the pay offered and that it would be useless to file the application. This is a typical illustration of the difficulties in filling normal-school vacancies with adequate teachers ever since 1880. Even before 1880 the normal schools found themselves unable to command the services of their own best graduates, and from that time to the present such teachers as the schools have been able to get have come rather because of the prestige of being connected with the school than because of the salary.

The salaries established in the early sixties have been almost as fixed as the state's boundaries. In 1898 a committee of the Collegiate Alumnae Branch of Western New York called the attention of the principal and the local board of the Buffalo State Normal School to the fact that the low salaries of that school were a stumbling-block in the way of better salaries for Buffalo city teachers. Effort to show the inade-

quacy of the city salaries was met by the statement that city teachers were paid more than the teachers who trained them for their work. Work for which the city paid \$1,500.00, the state paid but \$900.00. In 1898, 1900, and 1902 the Collegiate Alumnae committee appealed to the State Education Department and to legislators for more liberal maintenance. In 1904, the presidents of the five branches of the Collegiate Alumnae of the state sent a letter, signed also by the New York United States senators, college presidents, and other eminent citizens, to the legislators, stating the need for larger appropriations. The letter, showed that Massachusetts, Indiana, New Jersey, Michigan, California, and other representative normal schools were spending on an average \$163.26 on each normal-school pupil per year, while New York was spending but \$71.42 per year, and that while New York in the best days of normal schools spent \$580.00 per graduate, the state was then spending but \$361.00 per graduate.

In 1905 the principal and local board of the Oswego Normal School made a strong appeal to the Department of Education for better pay. The appeal stated:

Of 2,275 graduates we find that 137 receive greater pay than the normal school has ever paid its best teachers, and if the comparison be made with the lower salaries, two-thirds of our graduates receive better pay than our teachers who prepared and trained them for their work. . . . Two of the ablest members of the faculty have resigned, one to take a better-paying place in Porto Rico, and the other in Montana. It is certainly not complimentary to the great and wealthy state of New York that Montana and Porto Rico can, because of financial attractions, cause her best teachers to withdraw. . . . Unless the state of New York is more liberal in the payment of salaries our normal schools will soon be occupied by second-class teachers.

In 1908, the Collegiate Alumnae committee in addition to asking for better salaries also asked for a pension system. Men who had passed the age of seventy-five and were still teaching for the \$1,200.00 with which they had commenced forty years before, and women who had taught fifty years with little if any advance in pay, could not retire and live on their savings. A pension law was passed, granting half-pay. Some teachers have retired; others cannot retire and live on half-pay until salaries advance.

In 1912, the Collegiate Alumnae committee began once more the effort for salaries. The members of this committee, consisting of Mrs. Frank H. Severance, Mrs. John B. Olmsted, Mrs. Lucien Howe, of Buffalo, Mrs. Frank W. Crandall, of Westfield, Mrs. Andrew D. White and Mrs. Anna Botsford Comstock, of Ithaca, through serving as college trustees or by other experience, are familiar with educational standards and requisites for maintaining them. The law permits only students of college grade to enter normal schools. This is a just requirement, since the normal school is to make the student into a trained teacher and equip

him for special professional work. For such work, normal schools need teachers who are scholars and of exceptional teaching ability. For such teachers colleges pay from \$3,000.00 to \$6,000.00 per year. The committee found the maximum salary of the normal schools to be \$2,500.00, paid in only four schools. Of the 281 teachers, 10 received the maximum, 5 of them being in one school. The maximum in the Buffalo school was \$2,300.00, paid to a man with college degrees, with thirty-five years' experience in the school, and who had been strongly urged by faculty, alumni, and local board for the principalship. The maximum salary in the New Paltz school was \$1,600.00 paid to the woman supervisor of the School of Practice, the ultimate salary of the men being \$1,500.00. In every one of the schools not less than 50 per cent of the teachers would improve their pay by exchanging places with the janitor of the normal-school building. More than half of the normal school teachers get salaries ranging from \$1,000.00 down to \$600.00 per annum. These are not salaries that permit the buying of books, summer courses of study, or other essentials for professional growth.

One result of the low salaries is a rapid procession of the teaching force through the schools. Yet no other kind of professional work is so dependent upon continuous service as that done in normal-schools, where the work is so interrelated that the loss of one or two important teachers may disorganize the work of all the others. In 1904 the Buffalo school deplored the loss of one-third of its teachers during the space of a year and a half, all of them going to New York City for salaries two to three times what the state paid them. Within five years the principal and eighteen of the twenty-four teachers left the Brockport school. The principal and the entire teaching force of twenty-one, except four, withdrew from the New Paltz school within four years. Inside of three years, more than half the teachers left the Potsdam school. One of these was the professor of Latin who had been with the school fifteen years. In his parting address to the assembled school he told the would-be teachers that he was giving up the profession of teaching because he could not support his growing family on the \$1,500.00 paid him by the state. Teachers in the Jamaica school had but to cross the street to one of the schools of Greater New York and by teaching children receive twice the pay the state allowed for training teachers for those children, a much more difficult process. The state, with its low scale of salaries, simply could not maintain this school and turned it over to New York as a part of its city system. It is perhaps to be regretted that as simple a solution cannot be found for some of the other schools. It is certainly worth considering whether, instead of establishing new normal schools or rebuilding old ones, the students and abler teachers might not be transferred to a university as its department of pedagogy.

Salaries are adjusted on recommendation of the principals. These recommendations are subject to the approval of the State Educational Department and appropriations are made by legislative committees to meet the salary lists thus determined. This sounds well, as if it were the merit system pure and simple. It has been tried for fifty years, and it has never been successful.

The Collegiate Alumnae committee has suggested instead a minimum scale fixed by law, leaving it to the department and the principals to advance beyond the scale. A bill was introduced in the legislature of 1912 making the minimum salary of a normal-school teacher \$1,000.00, the minimum after teaching five years in a normal school \$1,500.00, after ten years, \$2,000.00, after fifteen years, \$2,500.00, and after twenty years, \$3,000.00; the salaries of teachers now in the schools to be advanced not less than \$200.00 per year until they reach the minimum for the length of service named. The sum of \$56,000.00 was asked for to put the law in operation. While such a law would be far from making these positions once more among the best paid state offices, it would prevent the salaries from continuing in their present discreditable condition. The bill passed the legislature of 1912 without a dissenting vote, approved in advance by Governor Dix, and then was vetoed. In 1913 it was necessary to get the governor's approval of it in advance, in order to get the bill reported from the Finance Committee. Governor Sulzer approved the bill; it was passed and then it was vetoed. Evidently both governors felt that to include this item of \$56,000.00 in the forty-odd millions the state spends yearly would be an unjustifiable expense. Yet one of them signed an appropriation for \$300,000.00 for a normal-school building in Oswego, and the other one of \$400,000.00 for a building in Buffalo. In 1914 the bill was again introduced and passed the Senate. Though the bill was again strongly urged by the Commissioner of Education, by able alumni of normal schools, by eminent educators, and by the Collegiate Alumnae, the Assembly leaders rejected it, for lack of funds.

While the state has allowed the salaries to become meager, the normal-school buildings are a source of pride. When Oswego was attracting world-wide attention for its excellent work it was housed in an old hotel. Apparently the state now believes that the building, not the teacher, makes the school. Albany, Fredonia, New Paltz, Buffalo, and Oswego have fine new buildings. Others are contemplated. The state buys extensive grounds, erects handsome buildings, equips them with costly laboratories, workshops, and libraries, and neglects the essential element, the teacher. Buildings and equipments for certain schools are allowed precedence of good teachers for all the schools. Salaries have waited for schools to be built in Oneonta, New Paltz, Plattsburgh, and Jamaica; for old ones to be remodeled and rebuilt—some of them twice over. The

state has spent millions of dollars in school buildings, grounds, and equipments since the Collegiate Alumnae first asked for better salaries.

Whenever the political complexion changes in New York the committee hears of the insistent need of reform and retrenchment because of the extravagance of the opposite party while in power. This is the case in 1915 and in order to have the bill introduced it was necessary to get executive approval in advance. Governor Whitman in January said that he saw no reason then to disapprove the bill, and if reasons appeared later he would not veto the bill without first having a conference with the committee. The bill has passed the Assembly. The Senate is likely to reject it because the Finance Committee intends to make "no increased appropriations for normal schools except to carry forward construction work already begun and to meet contracts already made." Would that the Finance Committee might construe the state's obligations to normal-school students as a part of its construction work already begun and of its contracts already made!

The Collegiate Alumnae ask that these schools be made of college grade from the teaching side as well as from the student side. They readily admit that the maintenance of eleven college-grade institutions with from 200 to 400 students each is expensive, but what is the state going to do about it? "Such a scale of salaries as you propose would make the schools expensive to the state," object some legislators to the Alumnae committee.

Today 90 per cent of the teachers of New York state are women; more and more the state shifts the responsibility of training its future citizens upon them. A large majority of the boys of the state finish their school life, never having come in contact with a man teacher; and not only have men given up teaching, but the strongest women college graduates look for more remunerative work.

New York might well profit by the example of Argentina in its attitude toward teachers. That republic selects its bright boys and girls for its normal-school students, with the same care that it selects boys for the army and navy schools, and grants them as liberal allowance for maintenance during the period of training. It employs normal-school teachers on liberal salaries, which do not vary because of sex, for thirty years and then retires them on full pay. The retirement is made the crowning day of the teacher's life. A woman from western New York retired from one of the Argentina normal schools not long since on a pension of \$2,800.00. The day was made a civic holiday. Members of the governmental Department of Education made the long journey from Buenos Ayres to Catamarca, where the school is located, for the occasion. There were addresses by these government officials, the mayor, and leading citizens of the town. Teachers and students shared in the exercises.

Under such conditions teaching also attracts men. Argentina has large normal schools exclusively for men; others are coeducational. Argentina makes a point of getting her ablest men and women into the profession of teaching, and until the country was able itself to supply teachers for their training Argentina drew the best teachers of Europe and America for the purpose. Is it surprising that with the world's best teachers to develop an educational system Argentina has made such phenomenal advance, and developed the most stable of South American republics? Liberality to teachers has proved to be true economy and the wisest of state policies.

Should the Senate Finance Committee reject the salary bill, another plan will be tried to put New York's normal schools on a better footing. Dr. Finley, the commissioner of education, and Dr. Finegan, the assistant commissioner, have already recommended this bill to the Board of Regents. The Board of Regents has the power to adopt such measures and make them the law of the state; it has not the power to provide the funds. The Collegiate Alumnae and the normal-school alumnae are asked to inform themselves of the status of this matter and to urge the legislature of 1916 to provide the funds to make the law effective.

The work of the Collegiate Alumnae has been primarily on behalf of the state, but a word should be said in behalf of the teachers as individuals. Had they been more self-seeking, salaries would have been better. They have rather been of the type of Hon. Andrew D. White of Cornell University, who, as professor of history and president, served that university many years, not only without pay, but contributed each year most generously to meet the expenses of the institution. While Dr. I. B. Poucher, teacher of mathematics in the Oswego Normal School, was also collector of the port at Oswego, he taught his most difficult subject without pay, in order that his friend Dr. Sheldon, the principal, might offer a better salary for the easier part of the work. Teachers animated by such a spirit, and there are many of them in the normal schools, do not themselves seek better salaries; they are the "impractical" people who make the world better to live in. The state, rather than take advantage of such a spirit, should honor itself by offering adequate pay.

The influence of the educational policy of a leading state is of national importance. If the eleven normal schools of New York had maintained the relative standard of 1865-75, either teachers' salaries through the length and breadth of the United States would have advanced, or the best teachers in America would have been continuously in the New York normal schools. And the best talent that the country can produce is needed today in New York state to mold its future citizens.

The Thirty-Third General Meeting of the Association of Collegiate Alumnae at San Francisco, Aug. 16-24 inclusive, 1915

Tentative Program

Monday, August 16: Council meeting; in the evening the opening reception in the California Building on the Exposition grounds.

Tuesday, August 17: Business meetings in the Civic Center Auditorium.

Wednesday, August 18: Conferences; in the evening an open meeting of Deans (speakers will be announced later).

Thursday, August 19: Meetings at the University of California, Berkeley. In the afternoon three hundred and fifty women students will repeat the *Portkenseia*.

Friday, August 20: Business meetings at the Civic Center Auditorium. In the evening a banquet at the Fairmont Hotel.

Saturday, August 21: "Collegiate Alumnae Day" on the Exposition grounds. Members will remain for supper and an illumination.

Monday, August 23: Council meeting. In the evening an excursion to Mt. Hamilton Observatory and the great telescope.

Tuesday, August 24: An invitation is extended to the members of the Association to visit the San José Branch at San José.

Hotel rates in San Francisco for single room with bath: St. Francis, \$4.00 (without bath, \$3.00); Inside Inn (recommended by the Committee on Housing), \$3.00; Kensington, \$2.00; Y. W. C. A., \$1.00 and up. Double rooms: Inside Inn, \$4.00; Kensington, \$3.00. Admission to Exposition, 50 cents daily.

Address inquiries to Mrs. Ernest Mott, 2806 Vallejo Street, San Francisco. Make reservations as soon as possible.

The Massachusetts Building will be headquarters for A. C. A. members while on the Exposition grounds. All are requested to register there.

The official party will leave *Chicago* August 2, 1915; *Minneapolis* August 3, 1915, on its own special Pullman train—including dining and observation cars. The route will be through the Canadian Rockies with stops and sight-seeing trips at Lake Louise, Laggan, and Banff; thence through the Canyon of the Fraser River to Vancouver and by steamer to Victoria; from Victoria via the Puget Sound steamers to Seattle, whence another special train to San Francisco will pass through the famous Mt. Shasta region. Stops for sight-seeing will be made at Tacoma and Portland in addition to the places already named. This party will reach San Francisco August 15, 1915.

The price from Chicago—including transportation, Pullman berths, all sight-seeing trips, carriages, motors, steamship fares, 150 lbs. of baggage and its transfers, the best hotels on the European plan, two in a room—to San Francisco (15 days' travel) and return railroad transportation (choice of four routes) to Chicago will be approximately \$161.00.

To obtain these special rates and accommodations we must have at least *one hundred* members in the party. For *return routes*, see inside cover of *January Journal*.

The prices quoted above do not include meals. So many of our members prefer to club together in dining-cars and hotel restaurants that it seemed unwise to increase the cost for each person by \$2.75 per day, the amount allowed for meals. Coupons for meals may be purchased at the rate of \$0.75 for breakfast, \$1.00 for luncheon, \$1.00 for dinner, and are redeemable at face value if not used.

For circulars or details of the trip through the Canadian Rockies and Puget Sound apply to the General Secretary, Miss Vida Hunt Francis, 1225 Spruce Street, Philadelphia, Pa.

FRIENDS of members may be included on payment of a small guest fee.

NOTICE

Additional copies of the March number of the Journal of the Association of Collegiate Alumnae containing *Heredity and Problems in Eugenics, A Report of the Subcommittee on Eugenics*, may be secured by addressing the University of Chicago Press, 5750-58 Ellis Avenue, Chicago, Illinois. Price 25 cents, postpaid.

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Communications concerning editorial matters should be addressed to Miss Susan W. Peabody, 5515 Woodlawn Avenue, Chicago, Illinois.

Communications concerning membership in the Association, dues and finances, and notification of changes of address should be addressed to the Secretary-Treasurer, Miss Katharine E. Puncheon, 5103 Pulaski Ave., Germantown, Pa.

For all general information concerning the Association, application should be made to the General Secretary, Miss Vida Hunt Francis, 1225 Spruce St., Philadelphia, Pa.

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**The following Branches are organized and will be voted on at the
San Francisco Biennial:**

Beloit, Beloit, Wis.; Fort Wayne, Fort Wayne, Ind.; Greenwich, Greenwich, Conn.; Imperial Valley, Imperial, Cal.; Sioux City, Sioux City, Iowa; Oshkosh, Oshkosh, Wis.; Rochester, Rochester, N.Y.; Southern Colorado, Colorado Springs, Colo.; Superior, Superior, Wis.

FELLOWSHIP ANNOUNCEMENTS, 1915

EUROPEAN FELLOWSHIP

The Association of Collegiate Alumnae offers a fellowship of five hundred dollars for the year 1916-17 available for study in Europe or America.

The fellowship is open to any woman holding a degree in Arts, Science, or Literature; in general, preference is given to those candidates who have completed at least two years of graduate work, and have a definite research in progress. The award is based on evidence of the character and ability of the candidate and promise of success in her chosen line of work. It is understood that the Fellow will devote herself unreservedly to study and research, and that she will send reports of her work from time to time to the chairman of the committee.

Applications must be made by personal letter from the candidate to the chairman of the committee, accompanied by:

1. A certificate from the Registrar of the college or university which awarded the degree or degrees previously received.
2. Evidence of sound health.
3. An account of previous educational training and a definite statement of plans for future work and of the reasons for applying for the fellowship.
4. Testimonials as to ability and character from qualified judges.

5. Evidence of scientific or literary work in the form of theses or papers or accounts of scientific research.

Documents and letters submitted by the candidates are returned if accompanied by postage for the purpose; but letters written directly to the committee are retained.

Applications for this fellowship for the year 1916-17 must be in the hands of the committee on or before January 1, 1916, and should be addressed to the chairman of the Committee on Fellowships.

MARGARET E. MALTBY, Barnard College,
Columbia University, New York City, N.Y.

ALICE FREEMAN PALMER MEMORIAL FELLOWSHIP

This fellowship of five hundred dollars is available for study in Europe or America.

Candidates for this fellowship must hold the degree of Doctor of Philosophy or must present work which would entitle them to the Ph.D. degree.

Applications for this fellowship for the year 1916-17 must be in the hands of the committee on or before January 1, 1916, and should be addressed to the chairman of the Committee on Fellowships.

MARGARET E. MALTBY, Barnard College,
Columbia University, New York City, N.Y.

WOMAN'S EDUCATION ASSOCIATION FELLOWSHIP

The Woman's Education Association of Boston offers a fellowship of five hundred dollars for the year 1916-17, available for study in Europe. The conditions are the same as those prescribed for the A.C.A. European Fellowship.

Applications for this fellowship for the year 1916-17 must be in the hands of the committee on or before January 1, 1916, and should be addressed to the chairman of the committee.

MRS. NORWOOD P. HALLOWELL, West Medford, Mass.

BALTIMORE ASSOCIATION FOR THE PROMOTION OF UNIVERSITY EDUCATION OF WOMEN

The Baltimore Association for the Promotion of University Education of Women offers a fellowship of six hundred dollars for the year 1916-17, available for study at an American or European university.

As a rule this fellowship is awarded to candidates who have done one or two years of graduate work, preference being given to women from Maryland and the South.

In exceptional instances the fellowship may be held two successive years by the same person.

It is understood that the Fellow will devote herself unreservedly to study and research, and that she will send a report of her work, April 1, 1917, to the Secretary.

Blank forms of application may be obtained from the President or from any member of Committee on Award.

Documents and letters submitted by the candidates are returned if accompanied by postage for the purpose; but letters written directly to the committee are retained.

All applications must be in the hands of the chairman of the Committee on Award before January 1, 1916.

DR. MARY SHERWOOD, The Arundel, Baltimore, Md.

AN EXPERIMENT IN PENNSYLVANIA COLLEGE FOR WOMEN IN RELATING AN UNDERGRADUATE COURSE TO LATER VOCATIONAL WORK

CORA HELEN COOLIDGE

The cultural work of the B.A. college so far outweighs all other lines that it has practically the entire weight of consideration. I do not believe in advertising our B.A. colleges as vocational, nor do I see the necessity of saying much about it. I would not offer to students short cuts to a vocation as an inducement to enter certain colleges in preference to others not offering such courses. On the other hand, when certain local opportunities, conditions, and demands, together with the right person as guide, offer to any college a clear and definite chance to do so-called vocational work closely allied to its cultural courses the idea that such work might be related to vocational work need not frighten us away from embracing such opportunities.

That many cultural colleges have found opportunities of this kind is clearly shown by their catalogue courses. To quote from two such catalogues only: "Secondary education: In connection with this course the Department of Education requires a semester of systematic practice teaching in a High School to be done as independent work under the guidance of the Department and the co-operation of the principal of the High School." "Professional training courses in vocations for which a college education is a natural preparation; as for instance, Scientific Assistant in some of the lines now opening up to women, courses 1, 2, 3, and 6 should be taken. For preparation to follow Horticulture or Landscape Gardening, 1, 5, and 9 are the suitable courses." And so on.

Nearly every catalogue of the most conservative kind offers some examples in this direction. We are surprised, in fact, to find how widespread is this movement in colleges which we think of as distinctly cultural.

A special opportunity for so-called vocational courses came to Pittsburgh after the well-known Pittsburgh Survey. The city was awakened to social needs in every direction and filled with expert workers; the opportunities for apprentice work were numerous; the experts were at command as lecturers; the young women of the city were alert and we felt that a course in social service could better be given in a cultural college, combining such training with regular courses in psychology, ethics, education, history, sociology, economics, modern language, and certain courses in the departments of expression and physical training, than in a vocational school. Such courses must, however, *promote scholarship* and must not detract from the cultural value of the B.A. degree.

In the article on "Tests of College Efficiency" in the March *Educational Review*, the author says: "Suggested means for promoting scholarship includes special devices in grading, awarding honors or special mention, degrees with distinction, Phi Beta Kappa prizes, extra credit for high-grade work, etc. Why have we here no hint that scholarship may be stimulated by connecting in some way a student's college work with his prospective vocational interests? . . . One of the essential problems of the college is to find some effective means of introducing the 'life-career' motive into college students' work, and of doing this without destroying the college as such and turning it into a technical school."

In Pennsylvania College for Women we aim to keep the cultural idea uppermost throughout the social service course. The course requires two hours a week for two years, one hour in the classroom in study of social problems, the other in practice. We planned the practice work carefully along the following lines: (1) to defer practice work until the Junior year to secure more maturity on the part of the student, with the novelty of the term "social service" worn away as a means of attracting thoughtless students; (2) not to allow enough time for practice work to make any serious encroachment on academic time for cultural courses; (3) to make such time add definitely to the cultural value of other courses; (4) to limit the practice work to one hour a year. As this work cannot begin until the Sophomore year, there can be only three hours of practice out of the required academic sixty. This hour carries with it the preparation time and practically means one afternoon or evening a week for three years. The practice hour the first year consists of visits to various

agencies and institutions in the city under expert supervision; the second year the practice hour is one afternoon or evening a week of actual service in selected agencies or institutions, under the joint supervision of the college department and the agency; the third year practice is elective.

Experience has shown us that the course is best adapted to large cities; that students must be taken care of in limited numbers; that large classes cannot do as effective work as small ones; and that the right person must be secured as head of the department. The head of our Social Service School is a college graduate, a student of the School of Philanthropy, a graduate student in universities, has had many years' experience on state boards of charity and associated city charities, and also an acquaintance and sympathy with local work. We find that the lengthening of the time during which the work proceeds in connection with other work brings a cultural effect not so easily attained when the same amount of practical work is carried in one year; that students get from the visiting, and then from the practice, a practical viewpoint; an analysis of actual social conditions; experience in dealing with human nature; breadth of view; and enlarged interests which they would not receive in theoretical and cultural courses alone.

We are therefore willing to give credit because we feel that we have really stimulated scholarship and have been giving back a cultural effect greater than we have taken away by two, or even three, hours of so-called vocational work, out of sixty cultural hours. Although we rarely mention it to the students, we have shortened the period of apprenticeship, since every student desiring it has taken a professional position on finishing the course. A graduate from this course in June, 1912, applied in the following September to enter one of our best-known schools of philanthropy. She was told after an examination of her work that she had made all necessary preparation for a professional position and one was immediately given her, which she still holds.

More interesting still is the training of efficient volunteer workers. I am always glad to hear of our graduates who take up some form of this work because of the interest aroused by this course. Not long ago I was at a dinner of social workers and overheard the new extension secretary of the Pittsburgh Young Woman's Christian Association saying, "I have sixty-four volunteer workers, but the most efficient one is Miss ——," naming a former student in this course from a wealthy home.

I am sure that we all long for the day when our various women's boards shall have many women who have had definite experience and training along these lines. Far more to me than the fact that we are giving a "life-career" motive to a few women is the knowledge that we

are giving a "life-interest" motive to many of a kind bound to affect society for good.

This is a brief account of one experiment in relating an undergraduate course in a cultural college to later vocational work. Perhaps it is well that we of a conservative school are convinced slowly, for it makes us proceed with corresponding thoughtfulness. On one point, however, of this most interesting development in education we can all rejoice; namely, in the eagerness of our student body for broadening influences and for definite efficiency.

WILL LIMITED HOURS OF WORK AND THE MINIMUM WAGE FORCE WOMEN OUT OF INDUSTRIAL COMPETITION?

KATHERINE PHILIPS EDSON
Member California Industrial Welfare Commission

Whether the limitation of hours of work and the fixing of a legal minimum wage will tend to eliminate women from industry is a problem that is before many state commissions and other bodies for solution. In Australasia and England where such legislation is beyond the experimental stage the problem is entirely different, as men are included with women and minors in all such laws.

We, in California, have some basis for an opinion in the first part of this problem. In 1911 the first legislature under Governor Johnson's administration passed an eight-hour law for women; this fixes the maximum hours at forty-eight per week and eight per day. It was interesting in reading the testimony before the congressional committee during the discussion of the Peters-LaFollette bill to recognize our old enemies with the same platitudes for arguments and the same fear of results that appeared before our legislative committees in Sacramento; how it would be impossible for laundries to do business and compete with the Japanese and Chinese with no legal restrictions; how it was impossible to run a hotel on an eight-hour shift, with the dire prediction of the employment of Japanese and Armenians for chamber work and the substitution of men in the dining-rooms and kitchens.

After the law had been in effect about a year the California Bureau of Labor Statistics made an investigation of employers covering the following points: (1) Have any women been discharged on account of the eight-hour law? (2) Have the wages of women been reduced? (3) Statement of the views of the employers on the eight-hour law. (4) Statement of the views of the women on the eight-hour law.

The answers obtained from 2,000 establishments employing women showed that less than a dozen women had actually been discharged on account of the eight-hour law. Practically there had been no reduction in wages, even in the case of those women working on piece-work. We were informed that these women accomplished as much in eight hours as they formerly did in eight and a half or nine hours. In some factories the rate has been slightly increased to permit them to earn as much as formerly. The majority of employers in these factories informed us that the eight-hour law has increased the efficiency of the women; in other words, that they accomplish more in a shorter period of time. Over 75 per cent of the employers of women stated that they had no objection to offer to the law, while about 20 per cent stated that they had no objection to a forty-eight-hour week, but were opposed to a strict eight-hour-a-day law. This objection was based principally upon the inconvenience caused office departments around the first of the month. Less than 5 per cent of the employers voiced any opposition to the eight-hour law. In our investigation we found only two or three instances where women were displaced by men. We have compared schedules obtained two years ago with those obtained in 1910 (before the eight-hour law was in operation) from the principal employers of women, and find, almost without exception, that the number of women employed has increased rather than diminished.

The investigation in hotels showed that in the 49 principal hotels of San Francisco and vicinity, employing 726 women, only 7 women had been discharged, and 75 women had been added as a result of the eight-hour law. Reports on 34 hotels of Los Angeles and vicinity, employing 680 women, showed that 24 women had been discharged, and 76 women added, while 65 women in two hotels had had their wages reduced. A few hotel cooks were thrown out of that employment. Possibly this class has been hurt the most. Some were forced into domestic service and other lines of work.

The highly organized trades, that had secured for themselves shorter hours through organization, were the only class that suffered a reduction of wages, which they did on account of the prohibition of overtime work, which was paid for at the rate of time and a half. The Garment Workers, the Laundry Workers, and other solidly organized trades unions voluntarily gave up this gain that they had made for themselves, and also in some cases the Saturday afternoon holiday, to get for all women what they had earned for themselves.

Some effort has been made in certain retail stores to substitute young boys for the stockwomen. The legislature of 1913 passed a law prohibiting minors, which includes all males and females under eighteen

years of age, from working over eight hours a day. Now any boys displacing stockwomen must be over eighteen years of age, and their number is negligible. At least they are not displacing any women who would otherwise be employed.

After the law had been in operation about a year and a half the Bureau of Labor Statistics made an investigation of women employees in factories, stores, and all places where women worked. At least 90 per cent of the women answering the schedules declared in enthusiastic terms in favor of the law. They said that the shorter day was a "god-send," a "boon," and many asked for the further protection of a legal minimum wage. Probably 7 per cent preferred a forty-eight-hour week with the privilege of working eight and a half hours per day so that they could have their Saturday afternoons off. Many employers grant Saturday afternoons off, at least during the summer months. The Bureau of Labor opposes any such change in the law, which would render it practically valueless because it would be almost impossible to detect violations. The officers of the law would be obliged to watch for violations for six days instead of one, as we do now.

The just manner in which the eight-hour law has been enforced has prepared the employing classes for the next and obvious step—the fixing of a legal minimum wage. Here we have no experience from which to speak, but we can already see the tendencies for action. It is the duty of the Industrial Welfare Commission to make a complete investigation of the wages, conditions of work, and general welfare of women and minors employed in any occupation, trade, or industry in California, and to fix a minimum wage based upon the cost of proper living.

The policy of the Commission has been to seek the closest co-operation of both employers and employees, where possible. To this end conferences with representatives of the industries have been held to explain to them the purposes of the commission and the object of the law. These conferences have been eminently successful in giving the agents of the Commission free access to places of employment, pay-rolls, and the employees themselves. We find that already the employers are voluntarily raising wages all along the line. The \$6.00 girls are being paid \$7.00; the \$4.50 cash girls, \$5.00 and \$6.00.

The employers all seem to agree that the experienced worker should have a good living wage, but the problem will be with the apprentice or learner. Minimum-wage legislation will certainly tend to fix apprenticeship periods in the different industries. Commissions must guard against making the conditions of apprenticeship such that it will be to the interest of employers to employ cheaper, inexperienced help.

Everything is tending, if one can judge from the conversation of intelligent employers, to the acceptance of minimum-wage legislation as the natural and necessary accompaniment of the restriction of the hours of work. There was little or no concerted opposition to this legislation by employers in this state. The California Retail Dry Goods Association passed resolutions asking the governor and the legislature to enact such a law. The trades unions were the opponents of minimum-wage legislation. Their argument was that bettering wages and shortening hours were the incentives offered women to join trades unions, and that if these two great benefits were to come through the state it would weaken trades unions and consequently deprive the workers of the other great gains made by organization. They seem to have overlooked the fact that in every trade where minimum wages and wage boards have been introduced organization has followed. It is logical and almost necessary, as it is necessary for both sides to have representatives who must come from some kind of organization of the trade or industry.

We are not fearing that women will be thrown out of employment in California. We hope the law will tend to keep the very young girl in school, the girl who frequently leaves because of lack of interest. The Commission has, as in most of the other states, the right to give to a woman physically defective by age or otherwise a special permit to allow her to work for less than the legal minimum wage. The California Commission feels, as doubtless do all who are struggling with this problem, that there must be close co-operation between the Commission and the state educational authorities to work out some system of vocational or continuation schools to fit the workers for the minimum wages, thus avoiding a long apprenticeship period at less than living wages.

Such legislation will tend to make the employer anxious to keep the efficient workers if he has to pay a fair wage to the least efficient. The careless, slovenly girl will find that she must be efficient or she will be dropped. It will tend to efficiency in business management and in the personnel of the workers.

One thing we see clearly here in California from the passage of much industrial legislation the past three years. It is that carefully drawn labor laws, justly administered and judiciously enforced, are of the greatest educational value to both the employing and the working classes. Within two years we have seen a great change here from the *laissez-faire* attitude and even rebellion at state interference to one of awakened responsibility and desire to co-operate with the state in making conditions better for the workers. A workmen's compensation

act, minimum-wage legislation, and an eight-hour law for women are a good deal for the industries of a state to assimilate in three short years. To the credit of California employers it may be said that after putting up a stiff opposition to the enactment of the eight-hour law and the workmen's compensation act, today one finds them obeying the laws with sincerity and a spirit of co-operation. The principles underlying the two laws of minima—the minimum of wage and the minimum of leisure—are fundamental to the well-being of the nation. We cannot give the seeming expediency of the moment much thought, but must act upon these principles, and when we do it is astonishing to see how both business and life adjust themselves to meet the new conditions.

Probably the greatest service all these minimum-wage commissions in the United States will do is to show why women and children are in industry today. Is a country really civilized that allows the men, the natural breadwinners of the family, to be paid wages so low that it is necessary for the wife and children to supplement these earnings? This is the big problem for solution.

INVITATIONS FROM BRANCHES

[Cordial invitations to the members of the A.C.A. to visit the branches en route to the San Francisco Convention have been received at the moment of going to press. These have been arranged in the order in which the hostess cities will be reached by the official party.—Ed.]

SEATTLE. The Seattle Branch, Mrs. Alvah L. Carr, president, wishes to entertain A.C.A. members en route to San Francisco on August 12 at any hour suiting their convenience. Travelers can reach friends through the Women's University Club, 1205 5th Avenue, Tel. Elliott 4840, where mail also will be received.*

TACOMA. The Tacoma Branch is anticipating with much pleasure the visit of the official convention party on the afternoon and evening of August 12, and hopes to make the "sight-seeing stop in Tacoma" an enjoyable occasion. The party will be guests of the branch while in Tacoma and arrangements for the entertainment of all who come in the special train will be made through the secretary. If any members are to arrive by other trains, Miss Mave Olds, 55 Broadway, will be glad to learn their plans in time to include them in the arrangements.

* The owners of the new Blackstone Hotel, 8th Avenue and Pine Street, in Seattle, an A.C.A. woman and her mother, would be glad to make special arrangements for the accommodation of A.C.A. members who wish to stay longer in Seattle.

PORTLAND. The Oregon Branch cordially invites the members of the A.C.A. en route to the Convention in San Francisco to stop over in Portland. One feature of their entertainment will be an automobile ride over the new Columbia Highway, one of the scenic wonders of America. Will members please send their acceptance of the invitation to Mrs. E. P. Taggart, 671 East 21st Street N.

MILLS COLLEGE cordially invites all members of the A.C.A. to consider the Mills College headquarters, the White and Gold Room in the Inside Inn, as their meeting-place and rest-room during the Convention week; they are also invited to drop in for a cup of tea whenever they are so inclined.

SAN JOSÉ. The San José Branch invites the delegates to spend Tuesday, August 24, with it. The branch is planning a luncheon and to take the members by auto about the valley. One member will give a "tea." It will also be possible to arrange a trip to Mount Hamilton and Lick Observatory on August 23, if a sufficient number desire to take the trip. All who are planning to visit the San José Branch will please address Miss Florence Carder, 630 North 1st Street, San José.

LOS ANGELES. The Los Angeles Branch will maintain headquarters for visiting members of the A.C.A. at the rooms of the College Women's Club, 300 Trinity Auditorium, Grand Avenue and 9th Street, afternoons from August 25 to September 8. Its members will give assistance in finding accommodations, in sight-seeing, and, as far as possible, act as information bureau and hostess. Let them know by letter, telephone, or telegram of your visit. The Los Angeles Branch hails this opportunity to strengthen acquaintances and interests formed at the Convention, to confer some of the benefits of the Convention on resident members unable to attend in San Francisco, and to do its part in making the visit to California a memorable one. So far as possible the address given will also be social headquarters.

REDLANDS, RIVERSIDE, SAN BERNARDINO. The Southern California Branch extends an invitation to members traveling by the Santa Fé Railroad to stop over a half-day at the cities included in their territory. The Redlands and Riverside members will arrange a drive. Those who cannot arrange to stop over the members will be glad to meet at the trains with a greeting and welcome as they pass through. Send word by letter or telephone to president of the branch, Mrs. Henry Goodcell, 864 D Street, San Bernardino, Cal.

DENVER. The officers of the Denver Branch will extend a cordial welcome to any delegates passing through the city if they may have word of the number to be expected and the date of arrival. Address Mrs. John H. Gabriel, 1218 Downing Street.

AN OPEN PROGRAM FOR THE CONFERENCE OF WOMEN DEANS

Wednesday Evening, August 18, at San Francisco

- "The Relation of the Men and Women Students of Our State and Coeducational Institutions," by Dean Lucy Ward Stebbins, of the University of California.
- "The Problem of Helping Freshmen to Find Themselves in College," by Dean Isabelle Austin, of the University of Washington.
- "Raising the Standards of Recreation," by Dean Winifred J. Robinson, of the Women's College of Delaware (Newark).
- "The Problem of Raising the Standards of Intellectual Life" (speaker to be announced later).

The Committee on Housing of the San Francisco Branch is holding rooms for several of the leading hotels for the visiting delegates to the Convention in August. Please make your reservation *at once* with the Chairman of that committee.

MRS. ERNEST J. MOTT
2806 Vallejo St.
San Francisco

- St. Francis Hotel*, Geary and Powell Sts.: Single room with bath, \$4.00; without, \$3.00; double, with bath, \$7.00 and up.
- Inside Inn* (recommended by the committee): Single room with bath, \$3.00; without, \$2.00; double, with bath, \$4.00, without, \$3.00. Fifty cents a day additional is added to the price of rooms for admission to the grounds. This entitles the guest to pass in and out of the grounds as often as desired.
- Kensington Hotel*, Geary and Jones Sts.: All outside rooms with bath: front rooms, single, \$2.00; double, \$3.00; rear rooms, single, \$1.50; double, \$2.00. Reductions by the week.
- Women's Hotel*, Y. W. C. A., Jones St., near Geary St.: All rooms with bath: large rooms, single, \$2.00; double, \$3.00; small, single, \$1.00, double, \$1.75. Weekly rates.
- Boarding-houses*, where room and meals may be obtained, can be found with the assistance of the Chairman of the Committee.

The Thirty-Third General Meeting of the Association of Collegiate Alumnae at San Francisco, Aug. 16-24 inclusive, 1915

Tentative Program

Monday, August 16: Council meeting; in the evening the opening reception in the California Building on the Exposition grounds.

Tuesday, August 17: Business meetings in the Civic Center Auditorium.

Wednesday, August 18: Conferences; in the evening an open meeting of Deans (speakers will be announced later).

Thursday, August 19: Meetings at the University of California, Berkeley. In the afternoon three hundred and fifty women students will repeat the *Parthenon*.

Friday, August 20: Business meetings at the Civic Center Auditorium. In the evening a banquet at the Fairmont Hotel.

Saturday, August 21: "Collegiate Alumnae Day" on the Exposition grounds. Members will remain for supper and an illumination.

Monday, August 23: Council meeting. In the evening an excursion to Mt. Hamilton Observatory and the great telescope.

Tuesday, August 24: An invitation is extended to the members of the Association to visit the San José Branch at San José.

For hotel rates in San Francisco see opposite page.

Address inquiries to Mrs. Ernest Mott, 2806 Vallejo Street, San Francisco. Make reservations as soon as possible.

The Massachusetts Building will be headquarters for A. C. A. members while on the Exposition grounds. All are requested to register there.

The official party will leave *Chicago August 2, 1915; Minneapolis August 3, 1915*, on its own special Pullman train—including dining and observation cars. The route will be through the Canadian Rockies with stops and sight-seeing trips at Lake Louise, Laggan, and Banff; thence through the Canyon of the Fraser River to Vancouver and by steamer to Victoria; from Victoria via the Puget Sound steamers to Seattle, whence another special train to San Francisco will pass through the famous Mt. Shasta region. Stops for sight-seeing will be made at Tacoma and Portland in addition to the places already named. This party will reach San Francisco August 15, 1915.

The price from Chicago—including transportation, Pullman berths, all sight-seeing trips, carriages, motors, steamship fares, 150 lbs. of baggage and its transfers, the best hotels on the European plan, two in a room—to San Francisco (15 days' travel) and return railroad transportation (choice of four routes) to Chicago will be approximately \$161.00.

To obtain these special rates and accommodations we must have at least *one hundred* members in the party. For *return routes*, see inside cover of *January Journal*.

The prices quoted above do not include meals. So many of our members prefer to club together in dining-cars and hotel restaurants that it seemed unwise to increase the cost for each person by \$2.75 per day, the amount allowed for meals. Coupons for meals may be purchased at the rate of \$0.75 for breakfast, \$1.00 for luncheon, \$1.00 for dinner, and are redeemable at face value if not used.

For circulars or details of the trip through the Canadian Rockies and Puget Sound apply to the General Secretary, Miss Vida Hunt Francis, 1225 Spruce Street, Philadelphia, Pa.

FRIENDS of members may be included on payment of a small guest fee.

NOTICE

Additional copies of the March number of the Journal of the Association of Collegiate Alumnae containing *Heredity and Problems in Eugenics, A Report of the Subcommittee on Eugenics*, may be secured by addressing the University of Chicago Press, 5750-58 Ellis Avenue, Chicago, Illinois. Price 25 cents, postpaid.

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The Journal of the Association of Collegiate Alumnae



VOLUME IX, No. 1

JANUARY 1916

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Correspondence concerning publication matters, yearly subscriptions, and single copies of the Journal should be addressed to The University of Chicago Press, 5750-58 Ellis Avenue, Chicago, Illinois. Claims for missing numbers should be made within the month following the regular month of publication. The publishers expect to supply missing numbers free only when they have been lost in transit.

Communications concerning editorial matters should be addressed to Miss Susan W. Peabody, 5515 Woodlawn Avenue, Chicago, Illinois.

Communications concerning membership in the Association, dues and finances, and notification of changes of address should be addressed to the Treasurer, Miss Katharine E. Puncheon, 5103 Pulaski Ave., Germantown, Pa.

For all general information concerning the Association, application should be made to the Acting Executive Secretary, Miss Vida Hunt Francis, 1225 Spruce St., Philadelphia, Pa.

The Journal of the Association of Collegiate Alumnae

VOLUME IX—No. 1

JANUARY 1916

THE THIRTY-THIRD GENERAL MEETING OF THE ASSOCIATION OF COLLEGIATE ALUMNAE SAN FRANCISCO, AUGUST 16-21, 1915

MINUTES OF THE COUNCIL MEETING

AUDITORIUM OF THE CENTURY CLUB
MONDAY MORNING, AUGUST 16, 1915

KATHARINE E. PUNCHEON, Secretary-Treasurer

The meeting was called to order by the President, Miss Caroline L. Humphrey, and, on motion duly seconded, the following order of business was adopted: report of the Committee on Credentials; roll call; authorization of stenographer; presentation of new branches; presentation of new councillors; minutes of the last meeting; minutes of the Board of Directors; report of Secretary-Treasurer; report of Bursar; report of Auditor; report of chairman of Membership Committee; report of any standing or special committee or conference (except the Committee on Nominations) requiring action of the Council before presentation to the Biennial Convention; business referred by the Convention or the Council of 1914; appointment of Committee on Resolutions; new business.

The chairman of the Committee on Credentials reported the committee still in session and asked the privilege of presenting the report and calling the roll at a later time in the meeting.

After discussion, it was moved and carried that a woman representative of the General Shorthand Reporting Company be the official stenographer for this convention.

The Secretary-Treasurer presented the following branches for acceptance: Rochester, N.Y.; Imperial Valley, Cal.; Oshkosh, Wis.; Beloit, Wis.; El Paso, Tex.; Southern Colorado, Colo.; Sioux City, Iowa; Superior, Wis.; Norwalk, Conn.; Greenwich, Conn.; Santa Barbara,¹ Cal. Following the acceptance of these branches, their representatives were seated in the Council.

¹ Santa Barbara was accepted by special vote after the Council had adjourned.

Association of Collegiate Alumnae

Since the minutes of the last Council had reached every member of the Association through the *Journal*, the reading of them was, on motion, dispensed with.

On behalf of the Board of Directors, the Secretary-Treasurer reported the action taken by the Board since the last meeting of the Council and presented recommendations as follows:

During the interim of meetings, the Board of Directors approved the publication of Dr. Muhse's paper, an appropriation of \$150.00 to the Committee on Volunteer Service, the payment of a second stipend to the Fellows of 1914-15 with the understanding that they be permitted to study either in Europe or in America, the election of Miss Sophie C. Hart as vice-president of the North Atlantic Section in the place of Mrs. Howes, resigned, and the appointment by the President of the present Committee on Nominations as a subcommittee to bring to the Council nominees for the offices of General Secretary and Bursar and for all vacancies in committees.

At the meeting held immediately before the Council meeting, the Board of Directors approved the payment of bills for general expenses, authorizing the last payment on *Bulletin No. 1*, a sum of \$35.00, with the understanding that the receipts from the sales of the *Bulletin* be returned to the treasury.

The Board further authorized the President to appoint an auditor for the coming year, and in consultation with the president of the Washington Branch and the vice-president of the South Atlantic Section to appoint a Committee on Arrangements for the Biennial Convention of 1917.

In addition to the action noted above, the Board of Directors recommended to the Council that a member of the Southern Association of College Women, who is also a member of the Association of Collegiate Alumnae, shall be accepted as councillor from the Southern Association with voting privileges; and that an invitation be extended to the Southern Association to hold its annual meeting in Washington in Easter week, 1917, and that the two associations hold joint open meetings.

The Board further recommended that Mrs. Moore continue to represent the Association of Collegiate Alumnae in the formation of the National Council of Women with discretion in the matter of our final affiliation with this organization.

Further, the Board recommended that all requests for resolutions by this convention be referred to the present Committee on Resolutions and in the future all such resolutions be referred by the General Secretary to the Board of Directors with all information concerning them which she may be able to gather.

After discussion, on motions duly seconded, these recommendations were adopted with the amendment that the recommendation concerning resolutions should read: "That resolutions coming in the interim of meetings be referred by the General Secretary to the Board of Directors."

The report of the Secretary-Treasurer was read and accepted. This report contained two resolutions, consideration of which on the suggestion of Miss Puncheon was postponed until the discussion of the budget.

The total receipts and expenditures reported by the Bursar were called for, leaving the presentation of the detailed report until the question of the budget should come regularly before the meeting. The Secretary-Treasurer read the following balances:

Balance on hand, June 1, 1913.....	\$2,852.79
Receipts, June 1, 1913—June 1, 1914.....	7,652.00
	<hr/>
	\$10,504.79
Disbursements, 1913-14.....	6,624.00
	<hr/>
Balance, June 1, 1914.....	\$ 3,880.79
Receipts, June 1, 1914—June 1, 1915.....	6,551.28
	<hr/>
	\$10,432.07
Disbursements, 1914-15.....	7,530.43
	<hr/>
Balance, June 1, 1915.....	\$ 2,901.64

This report was accepted.

The report of the Auditor certifying that the books of the Bursar and Secretary-Treasurer had been examined and found correct was adopted.

The President next called for the reports of special and standing committees.

REPORTS OF STANDING COMMITTEES

In the absence of Mrs. Matthews, the report of the Committee on Recognition of Colleges and Universities was postponed.

For the Committee on Educational Legislation, Mrs. Turner presented the following resolution:

WHEREAS, One of the avowed objects of the Association of Collegiate Alumnae is educational work, and

WHEREAS, The educational work in each state is being greatly helped, or hindered, by the educational legislation of that state, therefore be it

Resolved, That each branch of the Association be asked to co-operate with its sectional committee-member of the Committee on Educational Legislation in studying, and, as far as possible, influencing, the educational legislation of the state to which the branch belongs.

For the Committee on Fellowships, Miss Cutler presented the following recommendations: "That the Alice Freeman Palmer Memorial Fellowship be awarded every other year and that it carry a stipend of \$1,000 instead of \$500, which is the sum of the annual award. Further, that this fellowship be awarded on this basis for the first time in 1917-18, being omitted in 1916." The committee also recommended for consideration increasing the European Fellowship at the earliest possible moment.

After some discussion, it was on motion agreed that the Association offer the fellowships in accordance with the printed announcements, and that the Committee on Fellowships bring this matter before the Council at its meeting in 1916 for decision before the next announcements shall be distributed.

For the Committee on Euthenics, Miss Francis reported that there had been no report in two years and moved that this committee be disbanded. The motion was carried.

The report of the Committee on Membership was accepted and ordered filed.

The President then appointed the following Committee on Resolutions: Miss Sophie C. Hart of the Boston Branch, chairman; Miss Grace Jackson of the Chicago Branch; and Dr. McCracken of the California Branch.

For the Committee on Credentials, Miss Puncheon reported eighty-six duly accredited councillors registered to date and proceeded to call the roll.

The Council then proceeded to a discussion of the time and place of the next Council meeting which by the program was set for Monday morning, August 23.

A motion to hold this meeting on Saturday morning, August 21, brought forth discussion which was interrupted by a motion of adjournment.

On Monday afternoon, August 16, 1915, the Council meeting was called to order at 2:00 o'clock, and opened with the presentation of a motion that the Council meeting be held Saturday morning at 9:30 in the Massachusetts Building, the meeting to adjourn at noon with the understanding that unfinished business should be carried over until Monday. This motion was adopted.

Mrs. Mathews not being present, it was on motion agreed that the resolutions included in the report for the Committee on Recognition of Colleges and Universities be presented to the Council and forwarded to the Biennial Convention without action.

On motion, the meeting adjourned.

MINUTES OF THE BIENNIAL CONVENTION

FIRST SESSION, TUESDAY MORNING, AUGUST 17, 1915

KATHARINE E. PUNCHEON, Secretary-Treasurer

The meeting was called to order by the President, Miss Humphrey, and on motion the following order of business was adopted: report of Committee on Credentials; roll call; reading of minutes; appointment of tellers; report of Secretary-Treasurer; report of Bursar; report of Auditor; report of General Secretary; report of President; consideration of proposed amendments to the By-Laws; consideration of special suffrage resolution; reports of special committees, except the Committee on Nominations and the Committee on Resolutions; reports of standing committees; reports of conferences; reports of sectional vice-presidents; report of Committee on Nominations; election of officers; report of Committee on Resolutions; unfinished business; new business.

For the Committee on Credentials, Miss Puncheon again reported that the committee was in session and would not be able to report until the close of the meeting.

On motion, the reading of the minutes of the last Biennial meeting was omitted.

The Chair appointed as tellers Miss Stallcup of the Tacoma Branch, Mrs. A. D. Davis of the Illinois-Iowa Branch, and Dr. Kate Brousseau of the California Branch.

The President then called for the report of the Secretary-Treasurer, which was accepted and ordered filed.

On motion the Secretary-Treasurer was directed to read the balances in the Bursar's report as presented in the Council meeting of Monday, the detailed report to be considered at a later time.

The Bursar's report was followed by the Auditor's report, both of which were accepted and ordered filed.

The President then called for the report of the General Secretary, whose review of the year's work included the following suggestions:

I. That each branch be given a more intimate knowledge of the work and social activities of all the other branches: (a) by the use of the *Journal* for the publication of branch notes while they are still vital news, rather than of a formal report presented eighteen months or two years afterward; (b) by the exchange of written or printed annual reports among branches; (c) by sectional conferences in the years between the General Biennials of the Association; (d) by visits of the sectional vice-presidents and the General Secretary.

II. That each branch make itself a center for the interests of college women in its community, no branch to attempt to do and be everything, but to know the resources as well as the needs of its city or college and be prepared to give information to college women inquiring how and where they might study or serve to the utmost advantage.

III. That the Association make available the record of every piece of work, every bit of valuable information gained by conference, committee, or branch, by having the data filed in the office of the General Secretary within reach at any time of those desiring such information.

IV. That the individual member recognize more fully the increasing responsibility thrust upon the trained woman; that she recognize her own obligation as a college woman to give the best service and recognize also that an organization of women, trained like herself, offers her the best medium for such service.

V. That the Association of Collegiate Alumnae recognize its obligation to provide for the college woman a thoroughly equipped and systematized organization through which every effort, every work attempted, may reach its full efficiency.

The General Secretary also presented the following resolution which was on motion adopted:

WHEREAS, The Association of Collegiate Alumnae has not yet appointed a Vice-President of the Southwest Central Section because of the lack of members and branches in the states included in that section; and

WHEREAS, The boundaries of the ten sections into which the United States was divided at the time of the reorganization in Ann Arbor followed the divisions of the United States Department of Education only where those boundaries agreed with the geographical comfort and advantage of the members of the Association of Collegiate Alumnae (compare the change into North and South Pacific and North and South Rocky Mountain which was made to provide for the possibility of the vice-presidents of those sections visiting their branches with comfort); and

WHEREAS, The states of Kansas and Missouri fall south of the general medial line adopted in Ann Arbor and the branches in those states feel that they could better serve the General Association and their own local interests by becoming a center of A.C.A. activity to promote the formation of branches in the states adjacent to the South if they were counted in the Southwest Central Section instead of the Northwest Central Section; therefore be it

Resolved, That the states of Kansas and Missouri shall hereafter form part of the Southwest Central Section of the Association of Collegiate Alumnae.

On motion, the report of the General Secretary was accepted and ordered filed.

Since the report of the President embodied no resolutions, it was accepted as a whole and placed on file.

The proposed amendments to the By-Laws were the next consideration before the Biennial Convention.

After a word of explanation about the amendments proposed by the Committee on Procedure and those proposed by the Chicago Branch, the President asked in what order it would be the pleasure of the Convention to consider these amendments.

On motion, it was agreed that consideration be given first to the amendments which have to do with substantive changes in the By-Laws and that the amendments providing for verbal changes be considered afterward.

A second motion that the proposed substantive amendments be taken up in regular order according to the number of the article and section sought to be amended prevailed.

Upon motion, the Convention then resolved itself into a Committee of the Whole for the discussion of the proposed amendments.

After discussion occupying the remainder of the morning session and part of the afternoon session, the Committee of the Whole arose to report to the Association.

On motion, it was agreed that this report be postponed until the next business session of the Biennial, to be held on Friday morning.

The President next called for consideration of the suffrage resolution presented at the Biennial of 1914.

On motion of Dr. Pratt who offered the original resolution, consideration of this question was postponed until Friday morning.

The President next called for the reports of the remaining committees.

The Secretary-Treasurer presented a request from Mrs. Matthews that the report of the Committee on Recognition of Colleges and Universities be postponed until Friday morning.

The report of the Committee on Publications was presented by Miss Jackson and included a request for an appropriation of the same amount as has heretofore been voted that committee. On motion, this report was accepted.

The President then called for the report of the Committee on Fellowships, which was presented by Miss Cutler and included the following: "It is the opinion of the Council that both fellowships—the 'Alice Freeman Palmer' and

the 'Association of Collegiate Alumnae'—shall be offered in 1915-16 as announced. The following resolution is recommended to the Council meeting in April, 1916, with power to act: '*Resolved*, That the Alice Freeman Palmer Memorial Fellowship be awarded every other year and that it carry the stipend of one thousand dollars. Further, that it be awarded on that basis for the first time in 1918 and 1919, but that it be omitted in 1917-18.'" On motion, the recommendation was adopted and the report accepted.

The President then entertained a motion to reconsider the time for presenting the report of the Committee of the Whole, and on motion it was agreed to receive that report immediately instead of on Friday morning.

For the Committee of the Whole, the Secretary-Treasurer presented the following amendments to the By-Laws:

1. Amend Art. II, sec. 1, to read as follows: Sec. 1. "The officers of the Association shall be a President, a Vice-President-at-large, ten Sectional Vice-Presidents, an Executive Secretary, a Recording Secretary, and a Treasurer."

2. Amend Art. II, sec. 2, to read as follows: Sec. 2. "The President shall preside at all meetings of the Association and shall be *ex-officio* chairman of the Council and of the Board of Directors. She may call special meetings as provided for in the By-Laws. She shall outline and present for the consideration of the Council a policy for the Association in matters pertaining to its purposes, and shall, so far as possible, bring before the Council all matters to be acted upon by the Council. She shall direct the Executive Secretary in matters concerning the Association and shall *ex-officio* be a member of all standing and special committees and of all conferences of the Association. She shall represent the Association in all work with other societies and at public meetings and conferences."

3. Amend Art. II, sec. 4, by inserting the words "whenever possible."

4. Amend Art. II, sec. 5, to read as follows: "The Executive Secretary shall be a salaried officer of the Association. She shall devote her entire time to the work of the Association and shall hold no other paid position. She shall be the executive of the Association, of the Council, and of the Board of Directors. She shall be a member of all standing committees, except the Committee on Fellowships, and of all special committees and conferences; shall keep an accurate list of the members of the Association; shall attend to all business not referred to special committees or otherwise provided for in the By-Laws; shall present to the sections and branches the work and needs of the National Association and committees and do all in her power to co-ordinate the work and increase the influence of the Association. She shall co-operate with the Sectional Vice-Presidents and with the branch officers in developing and planning the work of the different branches and shall represent the President, at her request, in work with other societies and at public meetings and conferences."

5. Amend Art. II, sec. 6, to read as follows: Sec. 6. "The Recording Secretary shall keep a record of all meetings of the Association, the Council, and the Board of Directors, and shall perform such other duties pertaining to her office as the Association or the Council may from time to time designate."

6. Amend Art. II, sec. 7, to read as follows: "The Treasurer shall be a salaried officer. She shall keep an accurate list of the members of the Association, shall collect all annual dues and other moneys due the Association, and shall make disbursements as directed by the Council or by the Board of Directors. She shall be the custodian of the title deeds, bonds, and other securities and business papers belonging to the Association. She shall be bonded by a recognized company and shall engage a certified accountant to audit the books annually and shall present such certificate to the Council. She shall be a member of the Committee on Finance."

7. Amend Art. II, sec. 8, to read as follows: Sec. 8. "There shall be only two salaried officers: the Executive Secretary and the Treasurer. Other officers shall serve without pay. Necessary expenses incurred by officers in the service of the Association may be refunded from the general treasury by order of the Board of Directors."

8. Amend Art. III, sec. 1, to read as follows: "The officers of the Association shall constitute a Board of Directors which shall be the Executive Committee of the Association and of the Council with power to act in the interim of meetings of the Council. It shall make full annual report of its proceedings to the Council. It shall appoint the Executive Secretary and shall determine her salary and the allowance to be made to officers for expenses."

9. Amend Art. IV, sec. 2, to read as follows: Sec. 2. "The Council shall be the directing power of the Association. It shall consider and present to the Association policies and plans for extending the work, influence, and power of the Association. It shall have power to create special committees, shall appoint all standing committees and members of conferences whose appointment shall not be otherwise provided for by the Association, and shall transact such other business as shall be delegated to it by the Association, or referred to it by the Board of Directors or by the Executive Secretary in the interim of meetings of the Association."

10. Amend the second paragraph of Art. VI, sec. 2, by changing "December 1" to "January 1."

11. Amend Art. VII, sec. 1, by omitting the words "and ex-presidents and former general secretaries."

12. Amend Art. VII, sec. 2, by changing clause 1 to read as follows: "The Council shall be composed of the Board of Directors, former presidents of the Association, and three classes of members as follows:"

13. Amend Art. VII, sec. 2, subdivision (a), by changing the wording "Each branch composed of not less than twenty-five and not more than one hundred members" to "Each branch of not more than one hundred members shall be entitled to be represented on the Council by the councillor."

14. Amend Art. VII, sec. 2, subdivision (c), to read as follows: "Each college and university whose alumnae are eligible to membership in the Association shall be entitled to elect or appoint one woman from among the women on its faculty or governing body to the Council of this Association, the term of office of such councillors to be two years."

15. Amend Art. VII, sec. 2, subdivision (d), by inserting after the word "branch" the words "or college."

16. Amend Art. VII, sec. 1, to read as follows: Sec. 1. "The officers of the Association, with the exception of the Executive Secretary, who shall be appointed by the Board of Directors, shall be elected at biennial meetings of the Association, by ballot, and shall hold office for a term of four years and until their successors are elected. The President and Vice-President-at-large shall be elected at the same biennial meeting; the Recording Secretary and the Treasurer shall be elected at the biennial meeting which is held in the middle of the term of office of the President and Vice-President-at-large; the Sectional Vice-Presidents for the South Atlantic, Northeast Central, Southeast Central, and South Rocky Mountain sections shall be elected at the biennial meeting at which the President and Vice-President-at-large are elected, and the Sectional Vice-Presidents for the North Atlantic, Northwest Central, Southwest Central, North Rocky Mountain, North Pacific, and South Pacific sections shall be elected at the biennial meeting at which the Recording Secretary and Treasurer are elected.

"At its meeting held immediately after the biennial meeting, the Council shall appoint a nominating committee of five members not more than one of whom shall have served during the previous biennial period, whose duty it shall be to submit at the next biennial meeting a list of nominations for all officers, except that of the Executive Secretary, and for chairmen of committees except of the nominating committee. Nominations may also be made from the floor."

16. Omit Art. VIII, sec. 5.

17. Change "Sec. 6" to "Sec. 5" and "Sec. 7" to "Sec. 6" of Art. VIII.

18. Amend Art. VIII, sec. 5 (new), to read as follows: "No member shall hold more than one office at one time, and no officers except the Executive Secretary, who shall hold office at the pleasure of the Board of Directors, and the Treasurer shall be eligible to the same office for two consecutive terms. Councillors may be re-elected as often as desired."

19. Amend Art. VIII, sec. 6 (new), to read as follows: "All vacancies in office except in the office of President occurring in the interim between biennial meetings shall be filled by the Board of Directors, the officer so appointed to hold office until the next biennial meeting, at which time her successor shall be elected by the Association."

20. Amend Art. IX, sec. 1, to read as follows: "A majority of the votes of duly accredited delegates shall, except when otherwise provided in the By-Laws, elect. The votes shall be cast in a room other than the room in which the Association is meeting. Two tellers and one head teller appointed by the President, unless the Association itself choose to appoint, shall conduct the voting. Three hours before the election the Credentials Committee shall furnish the head teller a list of all the accredited delegates according to classes of membership, with the number of votes which each delegate is entitled to cast."

21. The Committee of the Whole recommends the adoption of the verbal changes made necessary by the acceptance of these amendments.

On motion, duly seconded, the report was accepted.

The President then called for the reports of the Naples Table and the Committee on Investing Trust Funds.

Both reports were read and, on motion, accepted and ordered filed.

On motion the meeting adjourned.

SECOND SESSION, FRIDAY, AUGUST 20, 1915

On Friday morning, August 20, 1915, the meeting was called to order by Miss Humphrey, who presented to the convention the necessity for appointing a nominating committee to bring in names for the offices of Recording Secretary and Treasurer.

On motion, the President was instructed to name the committee and appointed the following: Miss Anita Whitney of California, Miss Emeline Bennet of Albany, Miss Marion Reilly of Bryn Mawr, Miss Eva Johnston of Missouri, and Miss Elizabeth Whitney of Connecticut.

Following the appointment of the committee, the Secretary was called upon to read the following resolution which was adopted at the Philadelphia Convention in 1914:

In view of the broad policy of the Association toward all interests vitally affecting the education of women, and in the belief that the question of suffrage is one which deserves the serious study of college women, be it

Resolved, That the branches be requested to undertake such study as an academic question; to investigate the status and working of suffrage; and to return delegates, instructed to vote on the resolution indorsing suffrage, which will be presented at the next biennial meeting; and, further, that in the call for this meeting the branches be reminded that this question will be presented.

In compliance with this resolution, Dr. Pratt presented the following:

Recognizing that under our government education in both its academic and social aspects is controlled by the electors, be it

Resolved, That we, as a body of college women, dedicated to the promotion of education and desirous of furthering our ability for usefulness, favor suffrage for women.

After much discussion, the roll was called and the tellers reported the resolution adopted by a vote of 247 to 19.

Following this discussion, the President called for the report of the Committee on Recognition of Colleges and Universities which had been postponed at Monday's meeting.

Mrs. Matthews presented the report, which embodied two recommendations: (1) "That the Association refer to a committee the question of our choice of a standard of academic rating, asking this committee to report, if possible, to the Council at its meeting in Easter week, 1916, with the understanding that the Council shall have power to act"; (2) "Your committee further recommends that the obvious injustice which arises when we regard as eligible to

membership a Bachelor of Science in Education and class as ineligible a Bachelor of Education whose course has been precisely the same in all essentials be met for the present by allowing the Secretary-Treasurer and Committee on Recognition of Colleges and Universities to regard as eligible a graduate of one of our recognized institutions when her degree seems upon investigation to be the equivalent of a degree in science or arts although not specifically so named." The first recommendation was adopted.

After some discussion which brought out the necessity for leaving the Committee on Recognition of Colleges and Universities entirely free in its study of academic ratings, the second resolution was lost. With this amendment, the report of the committee was accepted.

On motion of Mrs. Matthews, a recommendation that the Committee on Recognition of Colleges and Universities be so constructed that it shall be feasible for it to meet once a month at the discretion of the chairman, to accomplish not only its regular work but the specific work assigned it, was referred to the Council for consideration.

On motion the meeting adjourned.

The afternoon session was called to order by Miss Humphrey.

Mrs. Turner presented the report of the Committee on Educational Legislation embodying the following resolution:

Resolved, That the Association of Collegiate Alumnae in biennial convention at San Francisco, August, 1915, hereby indorses the efforts of the Richmond Branch of the Southern Association of College Women, and the men and women residents of Virginia to establish a co-ordinate College for Women at the University of Virginia.

Resolved, further, That the Association urge its branches and its general members to do all in their power to further the passage in 1916 by the legislature of Virginia of the bill to establish this college.

The resolution and the report of the committee as a whole were adopted.

In the absence of the Chairman, Miss Whitney read the report of the Committee on Nominations as follows:

For Vice-President, North Atlantic Section—Miss Sophie C. Hart.

" " Northwest Central Section—Mrs. F. L. McVey.

" " North Rocky Mountain Section—Dr. Maria L. Dean.

" " North Pacific Section—Mrs. A. L. Carr.

" " South Pacific Section—Miss Ethel Moore.

" " Southwest Central Section—Mrs. Hugh Campbell Ward.

There being no other nominations, the Secretary was instructed to cast the ballot of the Association for the officers named.

The President then called for the report of the subcommittee to bring in nominees for the offices of Treasurer and Recording Secretary.

The committee presented the following: for Recording Secretary, Miss Helen Peckham of California; for Treasurer, Miss Katharine E. Puncheon of Philadelphia.

There being no other nominations, on motion duly seconded, the Secretary was instructed to cast the ballot of the Association.

The General Secretary stated that there was no report from the Committee on Vocational Opportunities and that Miss Channing would present a report from one of the subcommittees.

Miss Francis presented a report of the subcommittee charged with the tabulation of work in which college women are engaged, which included a request that the Association of Collegiate Alumnae publish, in conjunction with the Women's Industrial Union of Boston, the result of research by Miss Van Kleeck to be known as *Bulletin No. 2*. On motion this report was accepted and ordered filed.

The General Secretary reported the continued use of *Bulletin No. 1* and the progress of the sales of this bulletin. The Board of Directors having approved the last payment for the printing of this issue, all future returns from its sale will be added to the treasury.

Miss Francis also presented the following resolution: "That the Association authorize the printing of *Bulletin No. 2*, the cost to the Association in any case not to exceed the amount of \$200.00." On motion, this resolution was left to the Council with power to act, and the whole report was accepted and ordered filed.

For the Committee on Voluntary Service Miss Friend presented a report of the year's work, which took the usual course.

The President then called for a report from the Committee on Foreign Students, the report of the Conference of Branches, the Conference of Deans, the Conference of Alumnae Associations, the Conference of College Professors, and the Conference of School Principals, all of which were heard and ordered filed.

In response to the call for reports from the sectional vice-presidents, Mrs. McVey, Miss Hart, and Mrs. Sidwell presented reports which were accepted and ordered filed.

For the Committee on Resolutions Miss Hart reported numerous requests for resolutions by this Convention and that after consideration the committee recommended the adoption of the following:

1. *Resolved*, That the Association of Collegiate Alumnae in biennial convention at San Francisco, August, 1915, hereby indorses the efforts of the Richmond Branch of the Southern Association of College Women, and the men and women residents of Virginia to establish a co-ordinate College for Women at the University of Virginia.

Resolved, further, That the Association urge its branches and its general members to do all in their power to further the passage in 1916 by the legislature of Virginia of the bill to establish this college.

2. *Resolved*, That the request of the National Child Labor Committee be referred to the Committee on Educational Legislation.

3. It is our pleasure to express for the Biennial Convention of the Association of Collegiate Alumnae its appreciation of the courtesy, hospitality, and welcome extended by our hostesses of the California Branch. We desire to convey our sincere thanks for the delightful and comfortable provision made for our meetings at the Century Club, where the resources of a perfectly appointed clubhouse were placed at our disposal; for the splendid banquet at the Fairmont Hotel, where the brilliant speeches of the California members will be remembered with the keenest pleasure.

To Dean Ege and the trustees of Mills College we extend thanks for their gracious welcome and for the charming arrangements of the outdoor luncheon as well as for the attractive meeting-places in the campus buildings where the separate conferences could carry on their business under ideal conditions; to the Women's Board of the Panama Pacific Exposition for the use of the beautiful tapestried reception room and the use of the California Building for our evening reception; to Mr. Power, in charge of the Massachusetts Building, for the use of a room in the building; and to the Associated Women Students at the University of California for their unique and charming outdoor masque, under the oaks; and to the Y.W.C.A. for the luncheon to which they so kindly invited our members; and lastly to Dr. Emma Sutro Merritt for her hospitality at Sutro Heights, with its memorable gardens and views of the Pacific.

The Committee on Resolutions also presented the following for indorsement:

RESOLUTION PASSED AT A MEETING OF THE CONFERENCE OF DEANS, AUGUST 18, 1915

WHEREAS, Death has taken from our fellowship our co-worker and friend, Miss Isabella Austin, dean of women at the State University of Washington, and a member of the Association of Collegiate Alumnae, be it

Resolved, That not only have we, deans of women of colleges and universities, suffered a keen loss, but the cause of the higher education of women has lost a valuable leader, who combined a sympathetic understanding with rare force of character. As deans of women, we are peculiarly sensible of the problems she faced, the standards she raised, and the results she accomplished. Be it further

Resolved, That a copy of these resolutions be sent to her mother and to the president of the University of Washington.

**RESOLUTION PASSED AT A MEETING OF THE CONFERENCE OF COLLEGE PROFESSORS
AT MILLS COLLEGE, AUGUST 18, 1915**

Resolved, That a Conference of College Professors be henceforward a part of the program of each biennial session of the Association of Collegiate Alumnae.

Resolved, That this conference be open to all members of the Association who are members of the teaching faculty of any college or university.

Resolved, That a Joint Conference of College Professors, Deans, and Women Trustees be held at some time during the biennial session of the Association of Collegiate Alumnae, at an hour subsequent to the separate conferences of these bodies.

Resolved, That a committee of three be appointed to collect topics for discussion and prepare a programme for the next biennial session of the Association of Collegiate Alumnae.

On motion, the report of the Committee on Resolutions was accepted.

Mrs. Scott presented the report from the Northeast Central Section for Mrs. Schmidt, which was accepted and placed on file.

On motion, it was ordered that the reports of the sectional vice-presidents be printed in the *Journal*.

On motion, it was agreed that all unfinished business and new business which had been presented to the Convention be referred to the Council with power to act.

On motion, the meeting adjourned.

CONDENSED MINUTES OF THE COUNCIL MEETING

MASSACHUSETTS BUILDING, SATURDAY MORNING,
AUGUST 21, 1915

HELEN WOOSTER PECKHAM, Recording Secretary

The meeting was called to order by the President, Miss Humphrey.

The minutes of the council meeting of August 16 were called for.

Miss Puncheon stated that the minutes were there, but had to do with committee reports, which would be printed. She moved that the reading of the minutes be omitted. Seconded. Carried.

Miss Puncheon moved that the Council adopt the recommendation of the Board of Directors to proceed on the budget voted on in the Philadelphia meeting, until December 1. Seconded. Carried.

Miss Hendrie moved that the appointment of the committees on Nominations, Finance, Credentials, and Membership be left to the President. Seconded. Carried.

Dr. Pratt moved that the Board of Directors be prepared to report on the readjustment of offices by December 1, the middle of the fiscal year. Seconded. Carried.

Miss Hendrie moved that in accordance with the recommendation of the Board of Directors \$100.00 be appropriated for this year for the Committee on Volunteer Service and \$25.00 for the Committee on Educational Legislation; also that the sum of \$150.00 be added to the President's traveling expenses. Seconded by Miss Francis. Carried.

Miss Ethel Moore moved that the Board of Directors recommend to the Committee on Publications that different intervals of publication be selected and that the *Journal* be used more freely as a means of communication between the branches and the officers of the Association. Seconded. After much discussion regarding the need for a more extended use of the *Journal*, and regarding the possibility of sending out mimeographed pamphlets of the work of the branches, and concerning the necessary delay in any change because of our arrangement with the postal authorities, the motion was carried.

Dr. Pratt asked what would be the cost of sending a mimeographed report of this convention to the councillors. It was estimated to be \$45.00 or \$50.00. Mrs. Scott moved that this report be printed, sent out, and paid for by the Association. Seconded. Miss Laughlin proposed an amendment to the motion—that the sum appropriated should not exceed \$50.00. Seconded. Lost.

In the absence of Miss Whitney, chairman of the Committee on Nominations, the Secretary read the report. Miss Eleanor Lord was nominated for the Committee on the Recognition of Colleges; Miss Grace Jackson was nominated for the Committee on Publications.

Nominations from the floor were called for by the President. It was moved by Miss Laughlin that the Secretary be instructed to cast the ballot for the two members who had been nominated. Seconded. Carried. The

Secretary announced that Miss Eleanor Lord had been elected a member of the Committee on the Recognition of Colleges, and Miss Grace Jackson a member of the Committee on Publications.

Mrs. Matthews' resignation from the Committee on the Recognition of Colleges and Universities was presented by Miss Puncheon. Miss Laughlin moved that the resignation be accepted. Seconded. Carried.

Miss Puncheon moved that *Bulletin No. 2* be published at an expense not to exceed \$250.00. Seconded. Miss Francis moved an amendment to the effect that it be put on sale, the amount received from the sales to revert to the treasury of the Association of Collegiate Alumnae. She stated that the Woman's Educational Industrial Union asked the privilege of also publishing it and putting it in the form of research work. Seconded. Carried.

The President called for a discussion regarding the *Register*. Miss Puncheon stated that the *Register* had not been published since 1912. The Council meeting of 1913 moved to postpone the publication of the *Register* and the Convention of 1914 again postponed its publication on financial grounds. Mrs. Child moved that the *Register* be published. Seconded. Mrs. Johnson substituted the following amendment—that the matter of the publishing of the *Register* be put in the hands of a committee, that this committee be directed to look up the matter of expense and report at the next Council meeting. Mrs. Child withdrew her motion and let the amendment stand as the motion before the house. Mrs. Child seconded the motion. Miss Laughlin proposed an amendment that the matter be left to the Committee on Publication in connection with the Committee on Finance. Seconded. Carried.

Miss Reilly moved that a vote of thanks be extended to the General Secretary for her kindness in accepting the office, and for her willingness to serve until December in order that the California organization may get to work as soon as possible. Seconded. Carried.

Meeting adjourned.

REPORT OF THE COMMITTEE ON CREDENTIALS

KATHARINE E. PUNCHEON, *Chairman*

The Committee on Credentials reports the following duly accredited representatives in attendance at the thirty-third general meeting of the Association of Collegiate Alumnae:

General officers: President, Miss Caroline L. Humphrey; Vice-President-at-large, Dr. Elsie Seelye Pratt; Sectional Vice-Presidents, Miss Sophie C. Hart, Mrs. C. A. Duniway, Miss Edna F. Hendrie, Miss Mary Wilson; General Secretary, Miss Vida Hunt Francis; Secretary-Treasurer, Miss Katharine E. Puncheon.

Branch representatives: Ann Arbor Branch: Mrs. F. W. Scott. Bloomington (Illinois) Branch: Miss Ruth Moore. Boston Branch: Miss Sophie C. Hart, Miss Ruth Child, Miss Katharine Lane, Miss Elsie Paine, Miss Eva Channing, Dr. Alice G. Bryant, Miss Katharine P. Jones. California Branch: Dr. Isabel McCracken, Miss Helen Peckham, Mrs. F. C. Turner, Miss Marion

Delaney, Miss Lorraine Cerf, Miss May S. Cheney, Mrs. R. S. Holway, Miss Rosalind Keep, Miss Gail Laughlin, Mrs. W. P. Lucas, Miss Ethel Moore, Mrs. E. J. Mott, Miss Emma L. Noonan, Dr. Kate Brousseau, Miss Mabel L. Pierce, Mrs. J. H. Steinhart, Miss Estelle M. Young, Miss Lucy Stebbins. Southern California Branch: Miss Mabel M. Woodbury, Miss Edith Hill. Chicago Branch: Miss Grace Jackson, Miss F. A. Crouch, Miss Mildred Collins, Mrs. William Hall, Miss Eleanor L. Hall, Miss Charlotte Dutton. Colorado Branch: Miss Mary Sabin, Miss Helen Atkins, Miss Jane Zurnehly. Southern Colorado Branch: Miss Mabel Bateman. Connecticut Branch: Miss Louise Farnam, Miss Elizabeth Whitney, Miss Mary G. Moody. Detroit Branch: Mrs. J. O. Hudnutt, Miss Nina Doty, Miss Katherine Wiltzie. El Paso Branch: Mrs. C. R. Kinkel. Eugene Branch: Miss Ruth Guppy. Fox River Valley Branch: Miss Carrie Morgan. Idaho Branch: Mrs. E. H. Werthman. Central Illinois Branch: Mrs. Joel Stebbins. Iowa-Illinois Branch: Mrs. J. B. Davis. Imperial Valley Branch: Mrs. Valentine Smith. Los Angeles Branch: Miss Grace E. Berry, Miss Jane Spalding, Miss Maude Philips. Madison Branch: Mrs. Lois K. Matthews. Milwaukee Branch: Miss Frances E. Durand, Miss Marie Marchant, Miss Amelia McMinn, Miss Katherine Arnold, Miss Mina Kerr, Miss Caroline M. Murphy. Minnesota Branch: Miss Margaret Nachtrieb. Central Missouri Branch: Miss Eva Johnston. New York Branch: Mrs. J. H. Huddleston, Miss Alice Davis, Miss Abby Leach, Miss Elizabeth Wilson, Miss Frances A. Smith, Miss Alice Davis. Eastern New York Branch: Miss Emeline Bennet, Miss Mary Loomis, Mrs. Arthur M. Greene, Miss Irene L. Frear. Ohio Branch: Miss N. A. Buell. Omaha Branch: Miss Ethel Tukey. Oregon Branch: Mrs. Vincent Cook, Mrs. W. L. Cooper, Miss Emma M. Griebel, Miss Harriet A. Wood, Mrs. A. P. McKinley. Philadelphia Branch: Miss Elizabeth Snyder, Miss Katharine E. Puncheon, Miss Vida Hunt Francis, Miss Marion Reilly, Miss Mary Jeffers, Miss Miriam Hedges, Mrs. C. H. St. John. Philippines Branch: Miss Charlotte Neale. Pittsburgh Branch: Mrs. W. R. Reutch, Miss Jane Kerr. Rhode Island Branch: Miss Alice Mumford, Miss Lucy P. Brownell, Miss Elizabeth B. Pope, Miss Ruth B. Franklin. Rochester Branch: Dr. Elizabeth H. Denio. San José Branch: Miss Mary Post, Mrs. J. E. Bell, Mrs. W. A. Beasley. Spokane Branch: Miss Jessie T. Oldt. Tacoma Branch: Miss Margery Stallcup, Miss Edith Johnson, Miss Marie Olds. Toledo Branch: Miss Sophia Refior. Washington Branch: Miss Eliza Tonks. Wyoming State Branch: Miss Maude Davis. Yakima Valley Branch: Miss Lillian D. Wheeler, Miss Anna M. Whitney.

Chairmen of standing committees: Fellowship: Miss Anna Cutler. Educational Legislation: Mrs. F. C. Turner. Membership: Miss Katharine E. Puncheon.

Chairmen of special committees: Volunteer Service: Miss Margaret Friend. Procedure: Miss Caroline L. Humphrey.

College councillors: University of Iowa: Miss Anna M. Klingenhagen. Leland Stanford Junior University: Mrs. Evelyn W. Allen. University of Missouri: Mrs. Eva Johnston. Vassar College: Miss Abby Leach.

General membership representatives: North Atlantic: Miss Anna Cutler. Northwest Central: Miss Anna M. Klingenhagen. South Atlantic: Miss Winifred J. Robinson.

Affiliated associations: Barnard College: Miss Katherine Van Horne, Mrs. H. F. Jackson, Miss Louise Farrant, Mrs. Geo. H. Perry, Mrs. H. E. Stahl, Mrs. Chas. J. Bard, Miss Herlinda G. Smithers, Miss Elinor Franklin. Smith College: Miss Elizabeth Whitney, Miss Anna Cutler, Miss Ruth S. Franklin, Dr. Adelaide Brown, Mrs. Grace G. Simons, Mrs. Maud P. Speir, Miss Mary E. Hamilton, Mrs. M. I. Hyde, Mrs. G. H. Meade, Miss Mary H. Post, Miss Alice K. Fallows, Mrs. Nana Smith Warner, Miss Eleanor A. Barrows. Bryn Mawr: Miss Marion Reilly, Miss Harriet Bradford, Mrs. C. T. Dudley, Mrs. H. M. Esterly, Miss Helen Everett, Miss Miriam Hedges, Mrs. E. C. W. S. Lyders, Mrs. Aman Moore, Miss Florence Peebles, Mrs. J. H. Steinhart, Mrs. H. A. Yeazell, Miss Elizabeth Pope, Miss Hilda Smith. Radcliffe College: Miss Sophie Hart, Mrs. Roderick Stebbins, Miss Elsie M. Paine, Miss Margaret Harwood, Miss Mary Burrage, Miss Abigail Eliot, Miss Martha Eliot, Miss Frederica Gilbert, Miss Ethel Dodd, Miss Sybil Loughhead, Miss Annie Holman. Wellesley Alumnae: Miss Elizabeth Adams, Mrs. W. D. Boswell, Mrs. M. K. Brookings, Miss Mary Loomis, Miss Emeline Bennet, Miss Lucy Brownell, Miss Frances Pershing, Miss Flora Randolph.

REPORT OF THE SECRETARY-TREASURER

KATHARINE E. PUNCHEON

The financial report of the Secretary-Treasurer for the year 1914-15 is attached and shows the receipt of \$6,582.00, which has been transmitted to Mrs. Elva Young Van Winkle, Bursar.

There has been a steady increase in the receipts of the Association since November 30, 1912, when the plan of reorganization went into effect. The receipts for the year 1912-13 (i.e., November 30, 1912, to May 31, 1913) were \$5,736.00; for the year 1913-14 (June 1, 1913, to May 31, 1914), \$6,238.00; for the year 1914-15 (June 1, 1914, to May 31, 1915), \$6,582.00.

A study of the membership indicates an encouraging increase at that point also. In the year 1912-13 the net gain in membership was 239; in 1913-14 there was a net gain of 593; in 1914-15, a net gain of 594. Since November 30, 1912, 2,544 new members have enrolled.

Branch officers have responded cordially, and a simple but effective system of reporting branch dues is in vogue. Being of an optimistic turn of mind, I like to believe that changes in addresses, changes in membership, and resignations are reported more promptly than a year ago. I should have difficulty in supporting my belief by facts, although it is surely true that with the co-operation of branch officers the business of this office, while materially increased, moves on more regularly and systematically with each year.

One great difficulty which has not been overcome is the matter of mailing the *Journal*. A year ago, at my suggestion, the Council authorized me to

investigate the addressograph list, which I did, and after careful consideration concluded that its use for us did not justify the expense entailed. We have therefore gone on with the card-catalogue list. From time to time complaint comes that our members do not receive the *Journal*, and after each mailing a number of changed addresses are returned from the post-office. Some of this is due to mistakes in addressing in the Press Office, but most of it is due to the failure of our members to notify the proper officers when the *Journal* is missing from their files or when it has been forwarded to them from an old address. New members also complain that the *Journal* does not reach them promptly. This is frequently due to the fact that branch treasurers hold the names of new members until they are sending in the regular report, and it has sometimes happened that these reports do not come for several months after the member has joined the local organization. I would suggest that the names of new members be forwarded promptly to the Secretary-Treasurer, and that no new name be sent unless accompanied by the application for membership and by the fee. So far as new members are concerned, this will correct the difficulty. As for the old members, I can only urge again that I be notified promptly when they move or get married or do anything else that interferes with the prompt delivery of the United States mail.

Increasing membership entails increasing correspondence, and I am therefore asking that the appropriation of the Secretary-Treasurer for office incidentals and clerical service be increased by \$50.00.

The *Register*, formerly published every second year, has not been issued since the Association was reorganized in 1912. The expense of the *Register* is about \$1,200.00, and it would appear that it is not useful in proportion to this outlay, and so its publication has been postponed. While the *Register* in its original form, containing the names and addresses and degrees of our entire membership, seems unduly expensive, it begins to appear that a membership list for officers and for branches would be of great value. During the past year the President and General Secretary had use for such list which I had typewritten, and after discussion with them I investigated the cost of a simple membership list, containing only the names and addresses of our members, arranged alphabetically, and a second arrangement containing names by branches. If it be the sense of this meeting that such a list will be useful to branch officers I would recommend that a sum not to exceed \$250.00 be appropriated for this purpose. This sum would cover the expense of printing one hundred copies, a sufficient number to provide each officer and each branch with one copy. Such a list can be prepared annually if it seems desirable. I am of the opinion, however, that a list issued every two years would be sufficiently accurate.

During the past year the Secretary-Treasurer has continued to act as chairman of the Membership Committee and will make a second report for the Membership Committee. From the point of view of the Secretary-Treasurer, however, I wish to say that with the co-operation of the General Secretary a good deal of duplication has been avoided and we have reason to think encouraging results have been attained.

Other matters which might properly have place in this report are to come before the Association as resolutions and amendments, and it is therefore unnecessary for me to touch upon them here.

In closing my report for the year 1914-15, I wish to express my appreciation of the cordial co-operation of branch treasurers and the spirit of helpfulness which marks all our intercourse.

REPORT OF BURSAR, JUNE 1, 1913, TO JUNE 1, 1914

Balance on hand June 1, 1913..... \$ 2,852.79

RECEIPTS

Annual dues.....	5,820.00
Life fees.....	52.00
Affiliated memberships.....	370.00
Gifts to European Fellowships.....	665.00
Gift to Palmer Fellowship Fund.....	25.00
Contributions to salary of General Secretary.....	30.00
Income Palmer Fellowship Funds.....	175.00
Income Brackett Fellowship Funds.....	465.00
Returned unused from estate of Miss Coes.....	50.00

\$10,504.79

DISBURSEMENTS

President:

*Traveling allowance..... \$ 150.00

General Secretary:

Balance salary, 1912-13..... \$ 828.92
 Salary, 1913-14, in part..... 1,833.27
 Office rental and supplies..... 250.00
 Traveling allowance, partial..... 250.00

3,162.19

Secretary-Treasurer:

Salary, in part..... \$ 924.97
 Office supplies..... 150.00
 Clerical help..... 100.00

1,174.97

Bursar:

Paper..... \$ 4.75
 Collecting checks..... .30

5.05

Philadelphia meeting, 1914:

Postage for notices..... 55.00

Vocational Committee:

Printing appropriation..... 200.00

Committee on Fellowships..... 12.00

Committee on Membership..... 125.00

Carried forward..... \$4,884.21 \$10,504.79

* Contributed by the President to the European Fellowship Fund "for future use."

Association of Collegiate Alumnae

Brought forward.....	\$4,884.21	\$10,504.79
Committee on Publications:		
Postage, addressing April issue, 1913.....	\$ 58.06	
Printing, May issue, 1913.....	140.35	
Postage, May issue, 1913.....	55.20	
Printing, January issue, 1914.....	133.19	
Postage, January issue, 1914.....	63.00	
Addressing, January issue, 1914.....	14.70	
Printing, March issue, 1914.....	124.79	
Addressing, March issue, 1914.....	71.32	
		660.79
Committee on Trust Funds:		
Gift to Palmer Fellowship Fund.....	25.00	
School Patrons Department, N.E.A.:		
Contribution.....	25.00	
Naples Table.....	50.00	
Representative Naples Table:		
Expenses.....	14.00	
European Fellow.....	500.00	
Anna C. Brackett Fellow.....	465.00	
		\$ 6,624.00
Balance.....		3,880.79
		<u>\$10,504.79</u> <u>\$10,504.79</u>

ELVA YOUNG VAN WINKLE, *Bursar*

Examined and found correct,

CLARISSA FOWLER MURDOCH, *Auditor*

REPORT OF BURSAR, JUNE 1, 1914, TO JUNE 1, 1915

RECEIPTS

Balance, June 1, 1914.....	\$ 3,880.79
Returned unused by the Committee on Fellowships, 1913-14.....	2.78
Pins.....	31.50
Income life fees.....	60.00
Life membership.....	25.00
Affiliated memberships.....	605.00
Contribution, Alice Freeman Palmer Fellowship.....	25.00
Dues, 1913-14.....	143.00
Dues, 1914-15.....	5,659.00
	<u>\$10,432.07</u>

DISBURSEMENTS

President:			
Traveling allowance, partial.....	\$	100.00	
General Secretary:			
Balance salary, 1913-14.....	\$	166.74	
Carried forward.....	\$	166.74	\$ 100.00 \$10,432.07

Report of Bursar

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Brought forward.....	\$ 166.74	\$ 100.00	\$10,432.07
Salary, 1914-15.....	2,000.00		
Delegate's expenses.....	10.00		
Balance traveling allowance, 1913-14.....	50.00		
Deficit, office and clerical expenses, June 1, 1914.....	296.20		
Office and clerical, 1914-15, partial.....	200.00		
Traveling allowance.....	300.00		
		3,022.94	
Secretary-Treasurer:			
Balance salary, 1913-14.....	\$ 75.03		
Salary, 1914-15.....	1,000.00		
Office and supplies.....	250.00		
		1,325.03	
Bursar:			
Stamps, 1913-15.....	\$ 8.90		
Paper, incidentals.....	0.50		
Telegrams.....	1.50		
Collecting checks.....	1.20		
		12.10	
Auditor:			
Professional services, hired.....		14.00	
Vice-President South Atlantic Section.....		5.00	
Philadelphia meeting:			
Badges.....	\$ 10.00		
Printing.....	64.00		
Mimeographing.....	12.98		
Stenographer.....	150.00		
Conference of Deans.....	15.46		
Stamped envelopes.....	30.73		
Speaker's expenses.....	24.00		
		307.17	
San Francisco meeting:			
Preliminary announcements.....	\$ 8.00		
Postage, addressing.....	100.00		
Mailing list.....	22.30		
		130.30	
Publications:			
Printing, April issue, 1914.....	\$ 165.25		
Postage and addressing.....	61.10		
9 copies vocational number.....	2.25		
Printing, May issue.....	313.54		
Postage and addressing.....	69.94		
Printing Brackett Memorial.....	66.81		
Postage and addressing.....	9.03		
Printing, January issue, 1915.....	355.52		
Addressing.....	88.18		
Proofreading, 1913-14.....	100.00		
Proofreading, 1914-15.....	100.00		
		1,331.62	
Carried forward.....		\$ 6,248.16	

Association of Collegiate Alumnae

Brought forward.....	\$ 6,248.16	\$10,432.07
Premium on insurance.....		3.48
Committee on Trust Funds:		
Alice Freeman Palmer Fellowship Funds... \$	25.00	
Safe deposit box.....	10.00	
		35.00
Membership Committee.....	165.09	
Conference on Alumnae Associations.....	10.40	
Committee on Recognition of Colleges and Universities...	50.00	
Committee on Fellowships.....	15.00	
Vocational Committee.....	125.00	
Conference of Women Trustees.....	22.85	
Manuscript and plates on eugenics.....	4.00	
Gold pins.....	12.36	
School Patrons Department, N.E.A.....	25.00	
Naples Table:.....	50.00	
Expenses representative, 1914.....	9.50	
Expenses representative, 1915.....	4.50	
Alice Freeman Palmer Fellow.....	500.00	
*European Fellow, second instalment.....	250.00	
		\$ 7,530.43
Balance.....	\$ 2,901.64	
		<u>\$10,432.07</u>
		<u>\$10,432.07</u>

ELVA YOUNG VAN WINKLE, *Bursar*

I have examined the payments shown by the above statement and the books and find same to be represented by vouchers in all but two instances. Checks duly indorsed cover these two payments.

J. R. SCHOLEFIELD, *Chartered Accountant*

SALT LAKE CITY, UTAH

July 24, 1915

*First instalment paid direct by Committee on Trust Funds.

REPORT OF THE GENERAL SECRETARY FOR THE YEAR 1914-15

VIDA HUNT FRANCIS, General Secretary

In any association the demands made upon the executive officer may, figuratively speaking, be called its pulse, for like the pulse they are an unmistakable indication of its state of health. In the Association of Collegiate Alumnae these demands are usually met either by correspondence or by visits. With the exception of the mere routine letters and notices the correspondence is called forth—as well as limited—by the interest of branches, committees, colleges, and individuals. The General Secretary does not often have the opportunity to visit a branch unless its members have sufficient enthusiasm to

attend a special meeting—because with the best will in the world she cannot arrive everywhere on a Saturday, the regular meeting-day. Colleges are not visited except by request. Committees and conferences are called only when there is work to be accomplished, and the college or university clubs do not ask the General Secretary to speak concerning the Association unless they are already familiar with some of its achievements which to them seem worth while. Judged from this standpoint, the past year has shown interesting development and a healthy growth.

Twenty-three branches have held meetings for the General Secretary and in almost every case special committees have taken advantage of this opportunity to confer with her as to local needs. Seven college or university clubs requested addresses on the Association of Collegiate Alumnae, its scope, achievements, and organization. Twenty-two groups inquired about the formation of branches. Ten were visited. Of these, seven formed new branches with good prospects for three more in the early autumn. (Three other new branches were formed which were not visited by the General Secretary.)

The General Secretary has represented the A.C.A. at five academic functions, has had nine official conferences with officers (not including the Secretary-Treasurer, who lives in the same city) and ten with committees or chairmen of committees and conferences; has represented the Association by visits and speeches at nine colleges, as well as addressed eleven other associations, clubs, federations, or societies on the work and value of the A.C.A. In order to save both expense and time, each journey has been carefully planned to count for as much as possible. It may be of interest to state that the longest journey for this year covered over five thousand, six hundred miles and occupied sixty-nine days, during which time thirty-one different cities were visited, five days were spent in attending to various accumulations of mail, and nineteen nights were passed in sleeping cars.

The work accomplished in co-operation with the National Y.W.C.A. concerning the alumnae records for service will be reported through the Committee on Volunteer Service; the meetings in the interest of the affiliation of alumnae associations, through the conferences of those associations.

The participation as a delegate in the annual meeting of the Southern Association of College Women in company with the Vice-President of the South Atlantic Section was, in the opinion of the General Secretary, the most far-reaching piece of work inaugurated during her term of office. The pleasant results of that meeting have already been shown in the action of the Board of Directors concerning reciprocity with the S.A.C.W. As a result of her visits among the branches in Missouri and Kansas, the following resolution is offered, with the approval of the Vice-President of the North West Central Section and all the branches concerned (see minutes, p. 5).

An analysis of the correspondence of the General Secretary's office shows a development equally interesting, and similar to that of the visits and conferences. With the branches, correspondence has been very active. In the course of the year there have been sent to the 69 branches 878 personal letters

and 579 general letters. Twenty-one groups have inquired about the formation of branches and to these groups 88 letters have gone. Correspondence with the President and other officers has meant 237 letters. The standing and special committees and those conferences which have been under the care of the General Secretary have received 1,072 letters. Letters in reply to inquiries from individuals who have wanted full information and literature concerning the A.C.A. have numbered 101. Letters concerning the recognition of colleges and the registering of the vote on the five colleges recently received have numbered 477. Other letters on miscellaneous subjects not enumerated here number 111. The total number of personal letters for the year June 1, 1914, to June 1, 1915, stands therefore 3,541. In addition to this number there have gone out 1,342 mimeographed form letters.

These statistics, with this large total of letters written and visits made, seem to prove conclusively that the A.C.A. is in good health and growing steadily.

The present Secretary was appointed in January, 1912, for a definite piece of work, namely, the presentation to the branches of the plan of reorganization. This task was completed when, in November, 1912, the new By-Laws were finally adopted at the Ann Arbor meeting. Her regular term as General Secretary began with her formal election at that same Ann Arbor meeting. From the first her work presented unusual difficulties. Since former General Secretaries were busy women in whose lives the work of the A.C.A. was but one of many important activities, there was, of necessity, a lack of equipment and material for the new officer whose whole time and attention was to be devoted to the Association. Naturally she was hampered in her service to the Association.

The Secretary perceived a definite task before her, namely, the organization of an office, the compilation of records, and the filing of data. Certain work could not be answered without embarrassing delays in hunting the information sought. Sometimes this information was not available, as the person possessing it had died, or was traveling, or had forgotten. In order to obtain and then keep up to date the various lists and records, much correspondence has been required, for it is surprising to see how frequently even college women fail to answer business letters or to answer them correctly or without omissions.

The varied activities—sometimes amusing, sometimes annoying, always illuminating—of the past three and a half years have produced in the mind of the General Secretary a composite picture of the many-sided organization which she serves; a picture of a vigorous, forceful body of women standing for progress and achievement in every part of the country, eager to know the best thought of their fellow-workers, and willing to unite their forces in the furtherance of every good movement when once they perceive the best way. This realization of the power and the spirit of the A.C.A. has emboldened the Secretary to make the following suggestions. (As these suggestions are printed in full in the minutes, p. 5, they are not reprinted here.—Ed.)

Report of General Secretary

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PHILADELPHIA, June 1, 1915

VIDA HUNT FRANCIS, *General Secretary*,
In account with
ASSOCIATION OF COLLEGIATE ALUMNAE

TRAVELING EXPENSES¹

Receipts:

March 11, 1915, Received check from Mrs. Van Winkle,
Bursar, amount of appropriation 1914-15..... \$300.00

Disbursements:

June, 1914—June, 1915, As per detailed statement of
mileage, sleeper, food en route, etc..... 317.56

Balance advanced by Vida Hunt Francis..... \$ 17.56

OFFICE EXPENSES

(No room rental charged to the Association, nor charge for typewriter except repairs and rental when on tour)

Printing, October 3, 1914, to May 24, 1915, index cards and
record cards.....\$ 4.50

Mimeographing, November 9, 1914, to May 24, 1915..... 14.97

Stationery, August 11, 1914, to March 11, 1915..... 82.84

Telegrams (no telegrams or telephones have been charged to
Association unless absolutely essential or less expensive
than a personal interview), February, 1915, to June, 1915. 18.43

Telephones, February, 1915, to June, 1915..... 6.34

Miscellaneous, typewriter repairs and supplies and rental.... 9.95

Postage, June, 1914, to May 24, 1915..... 124.63

Regular clerical. (From June 1 until August 20, 1914, the work
was carried on by the employment of an inexperienced
clerk. After August 20, 1914, it was found necessary to
have an experienced stenographer, but full time was not
required until December 1. After that date full time and
also additional help were needed. Of the \$60.00 paid for
full-time experienced work the Association has been
charged two-thirds or \$40.00 per month.)

August 20, 1914, to November 30, 1914..... \$107.15

December 1, 1914, to May 31, 1915..... 240.00 347.15

Special clerical, June 27, 1914, to May 29, 1915..... 89.53

June 1, 1914, to June 1, 1915. Total office expenses..... \$698.34

RECEIPTS

Check from Mrs. Van Winkle, Bursar..... \$200.00

" " " " " " 200.00

Total amount of appropriation for office expenses..... 400.00

Balance advanced by Vida Hunt Francis..... \$298.34

¹ The method employed in computing traveling expenses has been as follows: (1) to make each journey count for as much as possible by combining branch visits, committee meetings, conferences, visits to colleges, addresses to Seniors or others, and representation of the Association at colleges or with other societies; (2) to make a fixed charge for meals when actually en route (breakfast 25 cents, lunch 50 cents, dinner 50 cents) and for such time spent at hotels (\$2.00 per day) as is occasionally made necessary by accumulated business and correspondence; (3) to make no charge for: Pullmans used when traveling by day; taxicabs or other vehicles when not met by members; transfer or transportation of baggage; hotel accommodations when stopping over a day or two to rest on a protracted journey; fees; laundry.

REPORT OF THE PRESIDENT

CAROLINE HUMPHREY

It will be three years in November since reorganization was accepted as the new policy of the Association and we entered on a far wider range of activities. It is perhaps too soon to state that the venture has been an unqualified success.

It is claimed that three years is the time usually allowed to judge of the success of a business venture or of the life of a club. However, I am rash enough to assert that reorganization has been successful and that now there lies before the Association great opportunities for constructive and progressive work.

Yet I do maintain that our organization would be strengthened by making certain changes in the By-Laws. This the Committee on Procedure has felt after careful observation of the working out of the By-Laws.

Before I continue with the thought of strengthening the organization by making certain amendments to the By-Laws, I want to call your attention to two matters: first, the policy to be pursued by the Committee on Recognition of Colleges; secondly, the present situation in regard to college clubs and A.C.A. branches:

In the beginning our Committee on Corporate Membership made all investigations and satisfied itself that a college maintained high standards in courses of instruction, in its admission requirements, in its plant, in its recognition of women on the faculty and board of trustees, in the position of the dean, in the housing of students, before the college was listed for membership. This task became more and more difficult as colleges sprang into existence so rapidly. It was very time-consuming and not always easy to obtain the necessary information.

Two years ago the committee was instructed by the Association to consider only such colleges as were on the government list of colleges in Class A. This list your committee has now exhausted and must ask for further instructions. The government has determined to make no further investigation of the standards of colleges at present and holds out no hope of doing so. It is quite impossible for our Committee on Recognition of Colleges to go back to first principles and do its own investigating. Our committee would not be properly equipped, nor could expert members be found to serve who could give the time. Clearly, then, there is a policy that the Association must consider.

There are already a number of colleges today that have raised their standards in the last two years so that they would now without doubt rank in class I. Does the Association do well to insist on waiting in the hope that in a year or two the government will take up the work again—the one body that can be highly equipped to do such investigating most efficiently; or should another course be pursued relying perhaps on the Carnegie Foundation? Many members have already felt that colleges have been admitted too rapidly and

have thought that our requirements for entrance had been lowered. I doubt if this is quite true. Does it not seem that it ought to be possible for this Association to have the means of being able to find out, when a college or university applies for membership, whether or not it approximates the standards of colleges already recognized, and admit them or not to membership within a year after their application? Should we not recognize as far as possible any college that applies for membership in that way increasing our power and usefulness in the Association?

On the other hand, there are two observations I would make. One is that at this particular time it might be well not to act too hastily and decide on a plan of admitting colleges to membership that would be too definite and binding until we can be quite sure that the government may not later continue the classification. The other is that in the colleges already admitted there are thousands of alumnae eligible to membership in the Association who have not been interested to join. It might be wiser at present to make every effort to present our work in such a way that interest in this work and a desire to support the best college interests in the country should be created. We shall, however, hear the recommendations of the committee later.

The second subject to which I wish to call your attention is the relation between the college clubs and the branches. The Association, I believe, missed a very real opportunity in the beginning when college clubs began to be formed, in not making it possible to combine the interests of the college club and the branch. In many places, of course, only one can now exist. Should an attempt be made now, before it is again too late, as far as possible to have one strong college club or branch in a city whose By-Laws shall be in accordance with the By-Laws of the A.C.A.? Would this not seem to be the natural arrangement and would it not be of inestimable value to have one large and united association of college women in the country where real companionship and educational interests can be combined?

There are two college clubs and one branch that have come to my attention this year that illustrate what I have in mind. One college club combines all the interests of a residential club and has made up from its membership committees formed to do work in accordance with the work of standing committees of the Association, and its by-laws are in accord with the Association By-Laws. Associate membership in this club is made up largely of those who have graduated from colleges not eligible to membership in the Association. This seems to me to be an idealistic arrangement. The other is a college club in a city that wanted to be something more than a mere residential and social club and wrote the General Secretary to ask if it could be a branch of A.C.A. In the city was a college that was not in Class A of the government list of colleges. Many of the members of the college club were graduates of this college. The college, however, fulfilled most of the requirements demanded by the A.C.A. The constitution and by-laws of the college club could easily be made to conform to the Constitution and By-Laws of the A.C.A. and the club voted to become a branch. The members of the club who were graduates of the college in the city became associate members, and he it said that they were among

the most active in working for the club to become a branch, because they felt that by so doing they could best serve the interests of their college.

In another city there has been a flourishing college club and a branch. The club was practically doing all the work that the A.C.A. branch would naturally do, so that the branch found itself finally in a critical condition and was drawing its last breath. At this point the latter did the wisest thing it could have done: it became affiliated with the college club. It made the necessary changes in its by-laws, acceptable to the club, yet not violating in any way the By-Laws of the A.C.A., after consulting with the General Secretary and President of the A.C.A.

This is a step in the right direction and I believe the Association ought to make a study of this situation and endeavor to combine the practical educational work of the Association with the social interest of the college clubs thereby having one powerful organization of college women.

My last consideration concerns the proposed amendments to the By-Laws. It is not ordinarily wise continually to amend the By-Laws, nor wise to make changes until after they have been thoroughly tested and proved inadequate.

When the Committee on Reorganization, a committee of women of wide experience in matters pertaining to organization, presented its plans to the Association for consideration and adoption, it presented only what seemed to it after much thought and discussion a working plan. Time alone could show whether the By-Laws would prove practicable for the work of the Association. The Committee on Procedure, having made a careful study of the duties of the different officers and the amount of work to be done, has concluded that in the best interests of simpler, more effective organization certain amendments would produce better results. The most vital change in its amendments is found in the duties of a treasurer and in abolishing the office of Bursar, and here I want to quote from the President's address last year: "There should be a second officer, properly salaried, into whose hands should be given the important work of caring for the necessary dollars and cents, of closely following and studying income and outgo, who shall be fitted to administer the finances without waste and who shall be able to devise ways and means for increasing revenue. To my mind, it is inconceivable to think that the duties of a large office that shall intellectually guide and direct, and the duties of a large office that shall properly administer revenue and expenditure, can be successfully merged and presided over by one and the same officer."

This seems to me to place the case of the finances where it properly belongs; and for an association like ours the simplest form of organization is to have a treasurer who, carefully bonded, shall administer revenue and expenses. In regard to the volume of work of the General Secretary and the nature of her work her time is already so well filled that she has little time to take on new duties that do not properly belong to the kind of work usually demanded of a secretary. To me, there seems not the least doubt that the Association would be receiving the most economical, efficient service and the best administration in maintaining these two offices.

If we can once obtain the best form of organization, we shall be ready, through effective co-operation, to bind the interests of the Association together, and through the branches be able to do a really national work in practical education.

REPORT OF NAPLES TABLE ASSOCIATION

MARY WHITON CALKINS

The representative, for 1914-15, of the Association of Collegiate Alumnae on the Naples Table Association, who during the year had the honor of serving the Naples Table Association as its president, begs leave to submit to the Association of Collegiate Alumnae the following report:

The work of the Naples Table Association has been greatly affected by the war. Dr. Ethel Brown, holder of the Sarah Berliner Fellowship for 1914-15, and Dr. Margaret H. Cook, of the Wellesley College faculty, had been granted the use of the Table, but were unable, because of the war, to take advantage of their appointments. On the other hand, the very existence of these war conditions seems to deepen the responsibility of this Association of American college women to the Zoölogical Station at Naples, a post of scientific research whose directors have ever been peculiarly just and generous in their recognition and encouragement of the productive work of women.

A special effort has been made, during the year, to stimulate the interest of the undergraduates of our eastern women's colleges in scientific investigation by a lecture on "American Women in Science," delivered by Dr. Lillian Welch of Goucher College at Brown, Goucher, Mount Holyoke, Smith, and Wellesley colleges. The lecture, known as the Nettie Maria Stevens Lecture, in memory of a distinguished winner of the Naples Table Association's prize, will be repeated next year at still other colleges.

It was found necessary to postpone for some months the award of the Ellen Richards Research Prize for 1915; but the Naples Table Association voted to offer, for 1916, an eighth prize of one thousand dollars for the best thesis, written by a woman, "embodying new observations and new conclusions based on independent laboratory research." The Association also voted that a committee be appointed by the incoming president to consider the affiliation of all associations offering prizes and fellowships to promote scientific work among women.

There is no need to argue, before this great Association of college women, that the work of stimulating the scientific research of women is distinctively and essentially our work. The rare opportunity offered by the American Women's Table in the Zoölogical Station at Naples, and the biennial incitement of research through the Ellen Richards Memorial Prize should be far more widely known among us.

REPORT OF THE COMMITTEE ON THE RECOGNITION OF COLLEGES AND UNIVERSITIES

ADA COMSTOCK, *Chairman*¹

The Committee on the Recognition of Colleges and Universities begs leave to report that in accordance with the procedure allowed by the Association at its convention in April, 1914, the committee recommended to the Council by letter that alumnae of the following colleges and universities be made eligible to the Association: Carleton College; Pomona College; Trinity College, Washington; Ohio Wesleyan University; Purdue University. By more than a three-fourths vote of the members of the Council this recommendation was accepted and adopted, and the alumnae of the institutions named above are now eligible to membership.

Before beginning its study of the "additional requirements for membership" in these five institutions, the committee obtained from the Bureau of Education the statement that each of the five was in Class I of the list of colleges and universities investigated by the Bureau. Nevertheless, a circumstance which occurred when the recommendation went out to the branches proved that the Bureau was embarrassingly reluctant to give similar information even to persons in a position to ask with authority. The president of one of our state universities wrote to the Bureau asking whether Carleton, Pomona, Trinity, and Ohio Wesleyan had been added to the original Class I. He was told simply that "this Bureau has not issued any revision of Doctor Babcock's tentative classification of universities and colleges made in 1911, nor is there any likelihood that a revision will be undertaken in the near future."

This circumstance and the fact that there is now practically no prospect of a revision of the list of colleges and universities according to the original plan of the Bureau lead you committee to offer the following recommendations.²

REPORT OF THE MEMBERSHIP COMMITTEE

KATHARINE E. PUNCHEON, *Chairman*

At the last meeting of the Council the Secretary-Treasurer was continued as chairman of the Committee on Membership, and during the past year she has, with the assistance of the General Secretary, carried on this work. Early in the year the General Secretary and I laid out a

¹ Presented by Lois K. Matthews.

² As these recommendations are printed in the minutes, pp. 101., they are not reprinted here.—Ed.

plan which divided the work of this committee in what seems to have been a satisfactory manner.

Applications for membership with a copy of the circular of general information were sent out to all graduates of every college accepted at the last meeting of the Association. In addition, lists of the graduates of 1914 were prepared and sent to every branch. These branch lists included the names of all graduates within a radius of one hundred miles of the branch. Besides this, applications for membership with the circular of general information were sent direct to all graduates of all A.C.A. colleges of the year 1914 who were not living within one hundred miles of any organized branch. This work was largely experimental. Some of it has succeeded admirably, some of it not so well. I have reason to think that the branches found the membership lists most useful, and in checking our original lists with branch reports there was a good response to this appeal. The notifications of the graduates of the new colleges brought a fairly encouraging return. The circulars to possible members who were not within reach of organized branches did not bring a return in proportion to the expense. In general, however, it can be safely concluded that this plan was profitable and with certain modifications can be well used in the present year.

Because of the unusual amount of printing necessary, the appropriation to the Membership Committee was not adequate and it was necessary for the chairman to ask for an additional appropriation of \$40.09 to cover the cost of printing.

I hope and believe that every circular sent out, although it did not bring in a new member, served us well as advertising material. For the coming year, with our plans well under way, there is every reason to believe that the usual appropriation of \$125.00 will be adequate for the work of this committee.

In closing this report I should like to suggest that every member of the Association regard herself as a member of the Membership Committee. I shall be pleased to send applications for membership to any person whose name you will send to me, or to send you applications for membership to give to those whom you may be able to interest. Chairmen of the branch membership committees do careful work in their own centers. It will be helpful to them and to the whole Association if every one of us shall set out to secure at least one new member during the coming year.

REPORT OF THE PUBLICATION COMMITTEE¹

SUSAN W. PEABODY, Chairman

As the results of the work of the Publication Committee are in the hands of the members of the Association in tangible form at intervals during the year a lengthy report is superfluous upon this occasion.

During the year 1915 the four regular numbers of the *Journal* have appeared and, in addition, the memorial to Miss Anna C. Brackett. It was only by the most careful and painstaking cutting down of the articles in the regular numbers of the *Journal* that the extra expense of this additional pamphlet was brought within the appropriation granted to the committee in the budget. Your committee respectfully petitions that when extra publications are ordered by the Association the order may be accompanied by an appropriation to cover the increased expense.

Your committee has felt that since only a small proportion of the total membership of the Association is able to attend the biennial meetings it is important that the accounts of those meetings and of the proceedings of the Association should take precedence over other material for publication. In this connection it may be of interest that the *Journal* for January, 1915, containing accounts of the Philadelphia meetings, even with the greatest possible condensation and economy of detail, cost more than one-third of the entire appropriation for the year. But, while it is important that the membership as a whole should be kept informed as to the proceedings of the Association in convention assembled, it is also important that there should be opportunity for the publication by the Association of the results of research carried on by the branches, by the Fellows, and by individual members of the Association. The Publication Committee will be glad to consider all manuscripts containing the results of such research which may be submitted to it. It is, however, impossible to comply with all requests for *immediate* publication, and a request for publication containing the statement that "this paper will be valueless if not published before" a fixed date raises at once in the minds of the committee a question as to the permanent value of the paper to the Association as a whole.

In conclusion, your committee asks the appropriation of the same amounts for its regular work as were granted last year, and an additional appropriation to cover any extra publication which may be ordered by the Association beyond the four regular numbers of the *Journal*.

¹ Presented by Grace Jackson.



Library

The Journal of the Association of Collegiate Alumnae



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MARCH 1916

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Communications concerning membership in the Association, dues and finances, and notification of changes of address should be addressed to the Treasurer, Miss Katharine E. Puncheon, 5103 Pulaski Ave., Germantown, Pa.

For all general information concerning the Association, application should be made to the Acting Executive Secretary, Miss Vida Hunt Francis, 1225 Spruce St., Philadelphia, Pa.

The Journal of the Association of Collegiate Alumnae

VOLUME IX—No. 2

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THE THIRTY-THIRD GENERAL MEETING OF THE ASSOCIATION OF COLLEGIATE ALUMNAE (*Continued*)

REPORT OF THE COMMITTEE ON FELLOWSHIPS

MARGARET E. MALTBY, *Chairman*

In the present cataclysm in Europe it is impossible to present a very optimistic report, for the work of our Fellows who were to go to Europe this year has been made impossible, and fewer have applied for fellowships in view of the slight prospect of doing research work in Europe in the near future.

There were fourteen candidates this last winter. Of these, two had the Ph.D. degree, and three expected to have it in June; six had one year more of graduate work, and three had two years more. Arranged according to subjects there were two in each of the following: chemistry, English literature, history, and sociology; three in pedagogy; and one each in botany, classics, and mathematics.

Your committee awarded the Alice Freeman Palmer Memorial Fellowship to Dr. Laetitia M. Snow, associate professor in the Department of Botany at Wellesley College. Dr. Snow was graduated from Goucher College in 1895, specializing in chemistry and biology. At intervals in the teaching of biology she studied at the University of Chicago, where she took the Ph.D. degree in 1904. Since then she was for four years head of the Department of Biology at the State Normal School, Farmville, Virginia, and from 1908 in the Department of Botany at Wellesley College, where she was made associate professor in 1911. She has carried on research work most of the time since she took her doctorate, particularly in the line of water plants. With the good fortune of biologists she has been able to combine a summer vacation with work at such places as Woods Hole, where she has had the Goucher and Wellesley College tables; Cold Spring Harbor; Rehoboth, Delaware; University of Chicago, and New York State Agricultural College at Cornell.

As our Fellow she is at present at the University of Chicago at work on the structure of water plants. She plans to work at the Missouri Botanical Gardens, and at Professor Clement's Ecological Laboratory in the mountains of Colorado. She will probably take some courses on recent advances in collateral lines of research in the University of Chicago and elsewhere.

The A.C.A. European Fellowship was awarded to Miss Judith Blow Williams, who was graduated from Vassar in 1912 with honors and election to

Phi Beta Kappa. Holding a special fellowship in history from Vassar, she went to Columbia to study history and economics, and took her A.M. in 1913. The next year she held the much-sought-for Curtis Scholarship, and in the spring took her examinations for the Doctor's degree with success. The past year she has been at work upon her dissertation, "An Introduction to the Literature and Sources for the English Industrial Revolution, 1760-1850," except for the time she spent assisting Professor Shotwell in preparing an American edition of Dr. Gilbert Slater's *Making of Modern England*, for use as a college textbook. This was well worth while, but took so much time that she was not able to finish her dissertation, which is a particularly difficult subject, because of the nature of the material.

As soon as conditions in Europe make it possible, she plans to use this fellowship in England in a study of the sources for the social history of England during the period of the Industrial Revolution, probably going to one of the manufacturing towns and trying to trace some phases of its transformation during the Industrial Revolution, using such sources as the files of the local newspapers, parish accounts and records, real estate records to show the shifting population, Quarter Sessions records, etc., supplementing these by the documents in the Public Records Office and in the British Museum. One of her professors says: "Her survey . . . would be a capital contribution to one of the most important chapters in the history of Europe—a chapter at present almost as obscure as though it dealt with the merest mediaevalism." This next year Miss Williams will complete her dissertation and do some substitute teaching in the city high schools, and she hopes to be able to use the fellowship the following year.

We awarded the Anna C. Brackett Memorial Fellowship to Miss Dorothy A. Hahn, associate professor in the Department of Chemistry at Mount Holyoke College. Miss Hahn was graduated from Bryn Mawr in 1899. She taught chemistry at the Pennsylvania College for Women from 1899 to 1906, when she went to Leipzig and studied chemistry at the University. The following year she held a graduate fellowship at Bryn Mawr, continuing her study of chemistry. She was then obliged to give up her graduate work, and accepted a post as instructor in the Department of Chemistry at Mount Holyoke, where she has taught ever since with signal success, having the faculty of inspiring her students with zeal for research. She has published two researches conjointly with two graduate students, and has completed her thesis for the Doctor's degree, which has already been accepted by Yale University, provided she completes a year of residence there. She will take her examination this fall, and then have the year free to carry on a research in a new line of organic chemistry at Yale. The committee feels that in Miss Hahn it has a particularly appropriate Fellow for the Anna C. Brackett Fellowship, one who combines a marked ability in research with enthusiasm and success as a teacher.

Miss Olive C. Hazlett, the Boston Branch Fellow this past year, is practically the only one of our Fellows who has been able to carry out her plan to complete the requirements for the Ph.D. degree at the University of Chicago. Her dissertation on the "Classification and Invariantive Characterization of

Nilpotent Algebras" has opened up so promising a field of mathematical research that she is to continue it as the Alice Freeman Palmer Fellow of Wellesley College next year.

Dr. Angie L. Kellogg, our A.C.A. Fellow, who had such promising plans for the study of penal and corrective institutions in Europe, has of course found it impossible to carry them out. She accepted the county agency for delinquent and dependent children at Watertown, New York, and wrote a review of the literature of the year on criminal psychology, and some book reviews, and has had a very busy year. She expects sometime to be able to use the fellowship.

Dr. Louise Fargo Brown, our Alice Freeman Palmer Memorial Fellow, was likewise unable to go abroad. She went to Cornell and started a study of the history of the censorship of the press, beginning with the French censorship. In the winter she was asked to take the work of a member of the Department of History at Vassar, who was ill. She was there the rest of the year. Now she writes me that she has accepted the deanship of women and a position in the Department of History at the University of Nevada. She will use the fellowship to go to England two successive summers to get the material she needs for the research she planned. This seems to be the only solution under the circumstances, for the uncertainty of the duration of the war makes it quite impossible to ask our Fellows not to accept posts from which they can not hope to get a year's leave of absence soon to use their fellowships.

Owing to the very unusual conditions the committee submitted to the Board of Directors of the Association the question as to what should be done with the stipends in case the Fellows could not follow out their plans this year. It was voted that the Fellows might use their stipends either to study in this country or keep them until conditions permitted them to use them as planned abroad. Our disappointment cannot be greater than that of our Fellows whose plans were so sadly upset by this war.

As I stated last year, I could not report upon the work of the Fellows of the year before. Their reports were forwarded to me last fall. It is sufficient to say now that the year's work abroad brought them the inspiration and help that we are accustomed to expect for our Fellows in normal times of peace.

FELLOWSHIP AWARDS FOR THIS YEAR

(Extracts from letter from Miss Maltby)

Miss Olive C. Hazlett, Ph.D., has the Alice Freeman Palmer Memorial Fellowship. She assured me this year she would not give up our Fellowship for another if we awarded it to her again, as we did last year, you remember, and when she won the Alice Freeman Palmer Memorial Fellowship at Wellesley College, she gave up ours. Professor Huntington, of Harvard, considers her "the ablest woman mathematician in the country." Professor Dickinson, of the University of Chicago, says: "I can guarantee that she will make good. Not only is she sure to produce valuable results, but this new year of research would so fix in her the habit of independent investigation that she would continue henceforth to carry on research to the fullest extent possible in her future positions." I have had the pleasure of meeting Miss Hazlett when she came on to give a paper before the Mathematical Society.

The A.C.A. European Fellow is Miss Hilda Haupt, who is now a Scholar of the American-Scandinavian Foundation, studying bacteriology in Copenhagen, Denmark. The year before she held the Fellowship in Bacteriology in the University of Michigan. She was graduated from Leland Stanford Junior University in January, 1914, and was elected in her senior year to Phi Beta Kappa. Her father is a professor at Leland Stanford Junior University, where he went from a University of Michigan professorship. She wishes to become a bacteriologist. I understand that Dr. Manwaring, the head of the Department of Bacteriology at Leland Stanford Junior, asked her to train herself in protozoölogy, tropical diseases, etc., and to return to teach in that subject at the Leland Stanford Junior University. She has an M.S. from Michigan University. She has had in the University of Copenhagen a short course in experimental pathology with Professor C. Z. Salomonsen and is carrying on research work under Dr. Thorwald Madsen, director at the Staten's Serum Institute, Copenhagen. Her work is chiefly in immunity, and is in phagocytosis under normal and pathological conditions in warm- and cold-blooded animals. Dr. Madsen writes: "She seems thoroughly interested in her problem, which deals with the effect of temperature upon the action of white blood corpuscles. She has now mastered the difficulties of the complicated technique, and I am confident of her ability to bring the work to a successful conclusion. Her preparation is good and she is strong, healthy, and a keen worker." She has very good letters of recommendation from all the professors with whom she has done graduate work. I think we have a very capable and enthusiastic Fellow in her. She wishes to study next year in the School of Tropical Medicine in Liverpool or London, or, if the war is over, in the Pasteur Institute in Paris. It will be a relief if we can have a Fellow carrying on her work in Europe if the war is not over, but I find her German name may not make it pleasant for her in all respects. But she can do something profitable, I am sure. She has already had two and one-half years of graduate work.

REPORT OF THE NATIONAL COMMITTEE ON VOLUNTEER SERVICE

MARGARET A. FRIEND, Chairman

Little more than a year ago the National Committee on Volunteer Service was organized. It was established as a means of inspiring the branches with a desire to be of service to their communities, and of increasing enthusiasm in the A.C.A. by calling upon all its members for co-operation in its activities. College women know that the privileges of a college training entail responsibility toward their communities, but without guidance they do not know where to turn to give that service for which they are best fitted, and of which the community stands in need. The Committee on Volunteer Service is therefore seeking to establish in the branches volunteer service bureaus that shall give the guidance to the volunteer social and civic worker that our bureaus of occupation are now giving to the paid worker.

The first step taken by our committee was to distribute leaflets among the members of the graduating classes of accredited colleges, explaining the object of the Volunteer Service Bureau, and listing a large number of community activities in which volunteers could engage. News articles of a similar nature were sent to alumnae and sorority magazines, that college women everywhere

might join in the demand for guidance and training for the volunteer. This last spring an arrangement was made with the National Board of the Y.W.C.A., whereby its canvass of the schools and colleges of the country to discover members of the graduating classes interested in social work should be put at our disposal. The list will be analyzed, and the names of the girls living in the locality of the various A.C.A. branches will be sent to the respective branches. Each branch will thus be given an opportunity to form a nucleus of volunteer workers, which can be made to lead far beyond the membership of that branch. Our committee, having thus been relieved of the necessity of reaching the girl still in college, can devote its entire energy to inspiring the branches with an eagerness to undertake its work, and to helping them solve the many social problems which confront them.

There are six branches which have so far established volunteer service bureaus. For the past four years Boston has been holding inspirational meetings among the Seniors of five of the eastern colleges to interest the girls in the field of social work, and has been placing those girls wishing to give regular service. Their efforts to find the piece of work which best suits each girl have been untiring. Numerous consultations are held by the committee with the girl, with social agencies in which opportunities for service present themselves, and with the advisory committee consisting of professional social workers. Later the girl is followed up to see whether her work is satisfactory to herself as well as to the agency. The number of girls placed is not large—eight in the last year—but the committee feels that its labors represent conscientious and intensive work in the interests of these college girls.

A bureau of a very different nature was organized in New York. At the time when our committee was appointed, in the spring of 1914, a group of society women in New York and a number of Barnard alumnae were both seeking to organize a volunteer bureau. The efforts of the A.C.A. were combined with those of the other two groups, with the result that a Volunteer Service Department was established in connection with the Intercollegiate Bureau of Occupations. This department is volunteer in organization as well as in name. It consists of a staff of non-paid workers, each of whom gives one or two half-days a week in field and office service, and an advisory board, the members of which are responsible for raising the funds of the Bureau. Through the New York member of our national committee, Mrs. William P. Earle, Jr., the A.C.A. played an important part in the organization and methods adopted by the Bureau. Interesting leaflets describing the aims and the opportunities for work which the Bureau has to offer volunteers have been issued and may be had by writing to the Volunteer Service Department of the Intercollegiate Bureau of Occupations, 130 East 22d Street, New York City.

Besides these two bureaus, others have been established in Philadelphia, Chicago, Minneapolis, and Providence. In Philadelphia the work is carried on by a joint committee of the A.C.A. and the College Club. Volunteers are placed by the Bureau of Occupations, for which service the College Club pays a per capita fee of \$0.50. Chicago has established a bureau with a downtown office, while Minneapolis and Providence work through committees. In

Minneapolis an interesting beginning has been made in the training of volunteers. Monthly meetings are held at the various centers of social activity in the city, where the work of the organization in its relation to the interests of the community is explained.

The means employed by our committee in reaching the branches has been through the distribution of printed leaflets and circular letters. For the purpose of learning what had been done by the different branches in the field of civic and social work, and what response could be expected or should be forthcoming from various branches, in a program for the encouragement and guidance of volunteer social workers, a short questionnaire was sent to the branch presidents. Of the forty branches replying, twenty-nine reported civic or social work undertaken, representing a paid membership of 3,037. Much excellent work has been accomplished, notably by the California branch, the Montana state branches, and others. It is therefore surprising to find that 11 of the 40 branches, or 27 per cent, have shown no interest in any community work, not excepting vocational guidance. Only one of the 11 has made an effort toward raising scholarships. The question is, What do these branches stand for? What do they do to justify their existence? If college women banded together are of no account in their community, why should the college woman be especially honored? To prove the superiority of college-trained women collegiate alumnae must collectively and individually come forth as the leaders of society.

If there are 11 branches of our Association who have made no contribution to society, if there are any others among the 22 who did not answer the inquiry of this committee, the national Association should know, that it may help analyze their problems and inspire them with new life and enthusiasm. In line with the recommendation of Mrs. Ethel Puffer Howes at the Philadelphia convention it is therefore respectfully suggested that the General Secretary, or other officer, be requested to instal a method of uniform reporting for all the branches, and that she collect information respecting the total active and associate membership, the activity of the branches, and other matters which national committees may desire. Such a procedure would be a stimulus toward increased activity on the part of the branches, and a help to national officers and committees. It would have given this committee at the outset of its work a general survey of the branches which it has attained only after considerable time.

Through the replies we have received to the questionnaires, however, and personal communication with many of the branches, our committee feels that it has made a good beginning in acquainting itself with the branches and their problems. As the situation differs so materially in each branch, it is impossible to lay down any general rule as to the manner in which volunteer service bureaus shall be organized, or the lines along which public service shall be encouraged. Our committee will, however, formulate currently the experience of those branches in which volunteer service bureaus have been established, for the benefit of those contemplating such organization. For this purpose a leaflet has just been issued showing the necessity for the guidance of the

volunteer social worker, and telling in brief how some branches began the work. Personal communications, however, will always remain the chief means of furthering the adaptation of service to needs, which, after all, is the chief criterion of success.

The expenses of the committee for the past year for printing, postage, stationery, stenographic services, multigraphing, and incidentals have been \$87.12. An appropriation of \$150.00 was made by the Board of Directors, leaving a balance on hand August 17, 1915, of \$62.88. The estimated expenses for 1915-16 are: printing, \$40.00; postage, \$15.00; stationery, \$20.00; multigraphing, \$8.00; stenographic services, \$12.00; incidentals, \$5.00; a total of \$100.00.

There is a large problem awaiting the attention of the Volunteer Service Committee, one to which many organizations and individuals in the country are devoting their time and thought. Schools of philanthropy, a training school for public service, and a society for the promotion of training for public service are solving it in one way. We must find a less formal means of giving the volunteer that insight into social problems and that knowledge of the community in which she lives that efficient service demands.

REPORT OF THE COMMITTEE ON FOREIGN STUDENTS

ELIZABETH M. HOWE, Chairman

The Committee on Foreign Students has the honor to report a year of masterly inactivity, induced by the war. Certain beginnings, however, have been made. A central committee has been secured, its members representing the cities to which such students as we have in mind would be most likely to gravitate. So far as organized it stands as follows: Miss Margaret E. Maltby, New York; Mrs. Thomas W. Sidwell, Washington; Miss Ruth L. Child, Boston; Dr. Martha Tracy, Philadelphia; Miss Frances Anderson, Jacksonville; Mrs. A. F. Morrison, San Francisco. In each of these cities a local committee will be formed, as will be done in other centers also, when occasion demands. The duty of these committees will be to supply, on request, information about schools, living expenses, and the like, and to put their good offices at the disposal of such foreign students as may be within their territory. They should help these students to secure the best that is available in such educational opportunities as they desire, take pains to acquaint them with worthy and significant phases of American life, and see to it that they go away feeling that here they have friends. The members of the Association of Collegiate Alumnae throughout the country should also stand ready to assist in every way women from other countries who come here to study our systems of education. One such visitor, from Chile, was here two years ago, a woman of charm and dignity, whose like we should in future be prepared to welcome.

What changes in the currents of student travel the great war may bring about we cannot forecast, but for the present the field which for us promises the best results is the countries south of us. Our plan was accordingly laid

before Mr. John Barrett, director-general of the Pan-American Union, "the international organization maintained by the twenty-one American republics for the development of good understanding, friendly intercourse, commerce, and peace among them." He responded very cordially, and referred us to the Pan-American Division of the American Association of International Conciliation, as being especially interested in educational work. Its headquarters are in New York, President Nicholas Murray Butler being chairman of the Executive Committee. A letter from its director, Dr. Peter H. Goldsmith, follows:

MY DEAR MRS. HOWE:

I thank you for your interesting letter of March 23, and I am pleased to learn of your organization and its work. I am sure it can be of real service in welcoming and aiding girls from the countries to the south of us. Please be assured of my hearty co-operation in every possible way. I think the Association of Collegiate Alumnae and the Pan-American Division of this Association not only can, but ought, to co-operate cordially and intelligently in some well-planned scheme to help the girls who come to us, and to reach the Latin-American countries and convince the parents there of our good-will and of our ability to be of service to their daughters.

With this in view, I am expecting to prepare a communication in Spanish and Portuguese that may be sent to the directors of public instruction, and to the colleges and schools generally, to suggest ways in which your organization and our division may be of assistance.

We hope also to enlist the co-operation of American college women resident abroad. Lists of such graduates are now being secured, and in due time a communication will be sent to them.

In the few instances in which there has been opportunity to lay our plan before men of standing from Central and South America the response has been most cordial. Everywhere, in fact, our plan to put ourselves at the service of foreign students here in America meets with enthusiastic response, except from the foreign students themselves. And for that "we can afford to persevere and to wait."

REPORT OF COMMITTEE ON VOCATIONAL OPPORTUNITIES

GERTRUDE S. MARTIN, Chairman

The Committee on Vocational Opportunities has undertaken no new work during the year. What has been accomplished has been done entirely through the two subcommittees already appointed and at work at the date of the last meeting.

One of these, the Subcommittee on the Occupational Census of College Women, under the chairmanship of Miss Mary Van Kleeck, has pushed forward the work of the census to a point that gives promise of very gratifying results. I append Miss Van Kleeck's report, showing the present status of the work.

The second subcommittee, that on Opportunities for Women in Home Economics, under the chairmanship of Miss Florence Jackson, of the Women's

Educational and Industrial Union of Boston, is, as it were, a subcommittee by adoption. This investigation, which had already been planned by the Union at the time of the Philadelphia meeting of the Association and which was reported upon at that meeting, seemed so exactly in line with the purposes of the Committee on Vocational Opportunities that it was decided to co-operate with the Union in any way possible. In order to do this effectively it seemed wise to create a subcommittee of the Vocational Committee under the chairmanship of Miss Florence Jackson, who was in charge of the investigation for the Union. This was done, and as a result of this co-operation an extensive investigation has been made of the opportunities open to women in the field of home economics. Vocational committees in local A.C.A. branches were called upon for assistance in getting the questionnaires filled out and returned and the general Committee on Vocational Opportunities shared a portion of the expense of printing.

Miss Jackson reports informally that the results of the study should be ready for the press by October 1, possibly by September 1. The committee hopes that it may be published as a special A.C.A. bulletin to be issued this fall. I append Miss Jackson's report for her subcommittee.

RECOMMENDATIONS AND REQUESTS FROM THE COMMITTEE ON VOCATIONAL OPPORTUNITIES

1. That, if it is found financially possible after investigation, the study of vocational opportunities in the field of home economics now about completed by Miss Jackson's subcommittee be printed as a special A.C.A. bulletin.
2. That the remainder of last year's appropriation, amounting to \$77.58, now in the hands of Miss Van Kleeck, be left there to meet any expenses that may be incurred in finishing the work of the census, and that the usual appropriation of \$100.00 be made for the work of the committee for next year.

REPORT BY SUBCOMMITTEE ON UNIFORM ALUMNAE STATISTICS AND CENSUS OF COLLEGE WOMEN IN 1915

At the Philadelphia convention we reported progress in our plans, but at that time we were not sure of the number of colleges from which we could expect co-operation. Since that date the card has been completed and printed and has been used by the following colleges: Barnard, Bryn Mawr, Cornell, Mount Holyoke, Radcliffe, Smith, Trinity, Vassar, Wellesley, and Wells. A total of 45,000 cards were ordered, and of these we expect between 20,000 and 25,000 to be returned. The discrepancy is due in part to the fact that some of the colleges ordered duplicates in order to keep one set in their files. Allowing for this fact, the proportion of returns seems to us encouraging. As some of the colleges did not send out their schedules until this spring, the returns will not be complete until the autumn. Meanwhile, we have been making plans for the tabulation of the statistics and the publication of the results. Arrangements are pending for the publication of the report by the United States Bureau of Education. It is hoped also that the Bureau will have the co-operation of the Census Office in making the tabulation. The chairman of the subcommittee has made two trips to Washington to work out the details of these plans. We hope that we shall have a very valuable report, which would warrant the extension of the use of this record card among a large number of colleges, so that we may take a much more extensive census at a later date, after the results of the present one are in hand.

We wish to acknowledge especially the help of Dr. Robert E. Chaddock, Professor of Statistics in Columbia University, who has assisted us in planning the record card and who arranged a tentative tabulation of some of the Barnard schedules in the statistical laboratory at Columbia. This experiment has enabled us to outline the kind of data to be secured in the tabulation, which we hope will be made in the Census Office.

FINANCIAL STATEMENT OF COMMITTEE ON VOCATIONAL OPPORTUNITIES

RECEIPTS

Balance (from former chairman).....	\$ 2.65
Sale of cards.....	2.12
From Treasurer of A.C.A.....	125.10
Total receipts.....	\$129.87

DISBURSEMENTS

Postage and telegraph.....	\$ 2.88
Printing (550 uniform record cards).....	1.76
Traveling expenses.....	19.75
Printing (Subcommittee on Home Economics).....	25.00
Total disbursements.....	\$49.39
Balance on hand August 6, 1915.....	80.48
	<hr/>
	\$129.87

REPORT OF THE EDUCATIONAL LEGISLATION COMMITTEE

ELSIE LEE TURNER, Chairman

I should like to have you feel as I do, that the Committee on Educational Legislation ought to be one, at any rate, of the most important of all our A.C.A. committees. As such, it certainly ought to have at least one representative from each of our branches on its subcommittees. Surely if anyone should feel the need of having education constantly improving in every state of the Union we, as college-bred women, should, and we should realize that any efforts we may put forth as teachers and mothers and social workers may be greatly helped, or greatly hindered, by the kind of educational legislation that each state may pass. We must study the bills that are presented, and work for those we find good and against those we find bad. We must even discover what bills ought to be presented and insist, if necessary, upon their passage.

My hope for this committee is that it may have an active committee member in each of our ten sections, she being the chairman of a subcommittee formed by one or more members from each of the branches of that section, all reporting to the national chairman, who will thus be able to inform workers on educational problems in one state of what has already been done on these problems in other states.

What a saving of labor this would be! As one committee member puts it: "I have often wished that there were some central committee to whom we might appeal for aid, and some bureau of information to whom we might apply.

We collected much information on scholarships [for instance] that might have been turned over to such a bureau for use in other states."

This past year I have been trying to form the committee, and, even after writing scores of letters, have not yet succeeded in having every section represented. However, we now have on the National Committee: for the North Atlantic Section, Mrs. Frank H. Severance, Buffalo, N.Y.; for the South Atlantic Section, Mrs. T. L. Cole, Washington, D.C.; for the Northeast Central Section, Miss Mary L. Hinsdale, Ann Arbor, Mich.; for the Southeast Central Section, Mrs. Oscar E. Bloch, Louisville, Ky.; for the Northwest Central Section, Mrs. Margaret Evans Huntington, Northfield, Minn.; for the North Rocky Mountains Section, Dr. Grace Raymond Hebard, Laramie, Wyo.; for the South Rocky Mountains Section, Mrs. W. B. Thayer, Jr., Kansas City, Mo.; for the North Pacific Section, Miss M. Ruth Guppy, Eugene, Ore.; for the South Pacific Section, Mrs. F. C. Turner, Oakland, Cal.

Of these we have reports from four for the past year. I summarize these briefly.

Mrs. Severance, of Buffalo, New York, has long headed the Educational Legislation Committee of the Western New York Branch, and has done valiant work for education in the state of New York. It is for this state alone that she reports. She writes:

My committee has had for its primary object the elevation of the profession of teaching through better salaries for teachers. The actual legislation accomplished has been: (1) a law for pensioning normal-school teachers, and other teachers in state institutions; (2) a law by which teachers in normal schools, who had fulfilled all conditions necessary for a pension, but for the accidental fact of having resigned before the law was passed, might secure the pension. Work ahead of us is most important. A bill to establish a minimum scale of salaries for normal school teachers has not yet succeeded, but we shall go on with it; the school law of the state is under process of revision, and the A.C.A. should greatly assist in this matter. Then there is a system of state scholarships that certainly needs the consideration of the A.C.A. of the state. A somewhat detailed account of any piece of work accomplished published in the *A.C.A. Journal* I think would serve to show other branches what they might do. [I might call attention to an article by Mrs. Severance herself in the April, 1915, number of the *Journal*.] I think that the one measure in which all branches might unite is an effort to raise the standard of the teaching profession.

Mrs. Margaret Evans Huntington, of Northfield, Minnesota, has only very recently taken up the work of this committee. She writes:

I have been corresponding personally with all the branches of the Northwest Central Section. Few of the branches manifest any interest in legislative educational work. The Central Missouri Branch tried last winter to influence state legislation to secure a woman's building or dormitory at the University of Missouri, but did not succeed. The Kansas City Branch has, during the past year, investigated vocational training in the public schools, and is trying to secure municipal action to segregate defective children in the schools. The Minneapolis Branch devoted one meeting to a consideration of educational bills then before the state legislature. The Omaha Branch has begun a movement for more vocational training in the public schools, through legislation.

It is easy to see that such work [as might be done in educational legislation] by members of the A.C.A. would unite the members and the branches into a great unity, hitherto only incipient, and would give the A.C.A. power and influence far beyond our present ability to realize.

Dr. Grace Raymond Hebard, of Laramie, Wyoming, reports:

I believe the greatest work your subcommittee did was its influence in obtaining a medical inspection law. All of the A.C.A. women in the state helped in this. This can be called distinctly *our* law. For the next legislature—1917—we have commenced our campaign thus early—to be on “child labor” legislation. There is no question that the activity of one member of A.C.A. defeated at its earliest stage the proposed six-months-residence divorce bill.

What we do, we do somewhat quietly; but we try to be well organized, and present data that cannot easily be denied.

We have long had in our California Branch an active education committee with Mrs. May S. Cheney as chairman. This committee worked hard a year or two ago on behalf of one out of the three bills before the legislature which had reference to the kind of a state board of education we should have. This bill having passed, our committee urged that two of the members of the new state board should be women—and two of the members *are* women. It also used its influence to prevent purely political appointments when the various commissioners were to be named.

The committee has continued to watch educational legislation, and has indorsed a few bills after studying and discussing those, out of the many proposed, that met with the approval of the state board of education.

From Mrs. Sidwell, vice-president of the South Atlantic Section, we have an appeal that we do all in our power to further the passage in 1916, by the legislature of Virginia, of the bill to establish a co-ordinate college for women at the University of Virginia. Surely an Educational Legislation Committee of the Collegiate Alumnae ought to lend its influence in such a cause—and to the cause of better education throughout all the Union. Will not all the branches help?

The committee respectfully submits the following resolution:

WHEREAS, One of the avowed objects of the Association of Collegiate Alumnae is *educational work*, and

WHEREAS, The educational work in each state is being greatly helped, or hindered, or may be greatly helped, or hindered, by the educational legislation of that state; therefore be it

Resolved, That each branch of the Association be asked to co-operate with its sectional committee-member of the Committee on Educational Legislation in studying, and, as far as possible, influencing the educational legislation of the state to which the branch belongs.

REPORT OF THE COMMITTEE ON TRUST FUNDS

FLORENCE M. CUSHING, Chairman

The Committee on Trust Funds respectfully submits its report covering all transactions from April 1, 1914, to June 1, 1915.

SUMMARY OF TRUST FUNDS—JUNE 1, 1915

CAPITAL

Alice Freeman Palmer Fellowship:		
Investments.....	\$12,135.63	
Capital cash.....	384.16	
		\$12,519.79
Anna C. Brackett Fellowship:		
Investments.....	\$8,572.50	
Capital cash.....	272.50	8,845.00
European Fellowship:		
Capital cash.....		15.00
Life membership:		
Investment.....	\$ 951.25	
Capital cash.....	679.60	1,630.85
Total investments.....		<u>\$23,010.64</u>

INCOME

Alice Freeman Palmer Fellowship:		
Unpaid balance to 1914-15 Fellow.....	\$ 250.00	
Reserve for 1915-16 Fellow (\$500 pledged).....	402.80	
		\$ 652.80
Anna C. Brackett Fellowship:		
Reserve for 1915-16 Fellow (\$670 pledged).....		473.94
European Fellowship:		
Reserve for European Fellow.....		1.80
Life membership:		
Reserve for 1915 Life fees.....		30.00
Total income cash on hand.....		<u>\$ 1,158.54</u>

ALICE FREEMAN PALMER FELLOWSHIP FUND

INVESTMENT OF CAPITAL—JUNE 1, 1915

\$2,000	American Telephone & Telegraph Co. Coll. Tr. 4's, 1929.....	\$ 1,813.75
1,000	Lake Shore & Michigan Southern R.R. 1st 4's, 1928.....	982.50
2,000	New York, New Haven & Hartford R.R., Harlem River & Port Chester Division, 1st Mortgage 4's, 1954.....	1,910.00
2,000	Louisville & Nashville R.R. Unified 4's, 1940.....	1,992.50
1,000	Chicago, Burlington & Quincy R.R., Illinois Division, 1st Mort- gage 4's, 1949.....	995.00
2,000	Indiana Steel Co. 1st 5's, 1952.....	2,002.50
1,000	New York, New Haven & Hartford R.R. Debenture 4's, 1956..	1,015.00
1,000	Chicago, Burlington & Quincy R.R. Joint 4's, 1921.....	947.50
500	United Fruit S.F. Debenture 4½'s, 1925.....	476.88
	Cash in Union Institution for Savings, Boston.....	384.16
		<u>\$12,519.79</u>

*Association of Collegiate Alumnae***CAPITAL CASH****RECEIPTS**

1914			
April 1	Balance on deposit as per last report.....		\$202.39
June 1	Balance borrowed from capital for income in 1912, now repaid.....		6.67
Oct. 30	Donation.....		150.00
1915			
Feb. 7	Donation.....		25.10
			<u>\$384.16</u>

DISBURSEMENTS

1915			
June 1	Balance on deposit in Union Institution for Savings.....		\$384.16
			<u>\$384.16</u>

INCOME CASH**RECEIPTS**

1914			
April 1	Balance on deposit as per last report.....		\$223.09
	Interest on bonds:		
	American Tel. & Tel. Co.....	\$ 80.00	
	C.B. & Quincy, Ill. Div.....	40.00	
	Louisville & Nashville.....	80.00	
	Lake Shore & Michigan So.....	40.00	
	N.Y., N.H. & H.R.R.....	60.00	
	N.Y., N.H. & H. R.R.:		
	Harlem River & Port Chester Div.....	120.00	
	Indiana Steel Co.....	150.00	
	United Fruit Co.....	22.50	
	C.B. & Quincy Jt. 4's.....	40.00	
			<u>632.50</u>
	Interest Savings Bank.....		47.23
			<u>\$901.82</u>

DISBURSEMENTS

1914			
June 20	Paid to 1914-15 Fellow.....		\$250.00
1915			
June 1	Reserve for 1914-15 Fellow.....		250.00
	Reserve for 1915-16 Fellow.....		402.82
			<u>\$902.82</u>

ANNA C. BRACKETT FELLOWSHIP FUND***INVESTMENT OF CAPITAL—JUNE 1, 1915**

\$1,000	Chicago, Burlington & Quincy R.R. Coll. Tr. Joint 4's, 1921...	\$ 973.75
3,000	American Telephone & Telegraph Company Coll. Tr. 4's, 1929..	2,737.50
2,000	Lake Shore & Michigan Southern R.R. 4's, 1931.....	1,872.50
3,000	New York, Westchester & Boston 1st 4½'s, 1946.....	2,988.75
	Cash in Franklin Savings Bank, Boston.....	272.50
		<u>\$8,845.00</u>

* No changes in capital since last report, April 1, 1914.

Report of the Committee on Trust Funds

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INCOME CASH

RECEIPTS

1914			
April 1	Balance on deposit as per last report.....		\$ 41.70
	Interest on bonds:		
	American Tel. & Tel. Co.....	\$120.00	
	C.B. & Quincy Jt. 4's.....	40.00	
	Lake Shore & Michigan So.....	120.00	
	N.Y., Westchester & Boston.....	135.00	
		<u>415.00</u>	
	Interest savings bank.....		17.24

\$473.94

DISBURSEMENTS

1915			
June 1	Reserved for 1915-16 Fellow, first payment due July 15, 1915	\$335.00	
	Reserved for second payment due January 15, 1916.....	138.94	
		<u>\$473.94</u>	

EUROPEAN FELLOWSHIP FUND*

INVESTMENT OF CAPITAL—JUNE 1, 1915

Cash in Home Savings Bank, Boston.....	\$15.00
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INCOME CASH

RECEIPTS

Interest savings bank.....	<u>\$1.80</u>
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DISBURSEMENTS

1915			
June 1	Cash on hand.....	<u>\$1.80</u>	

LIFE MEMBERSHIP FUND

INVESTMENT OF CAPITAL—JUNE 1, 1915

\$1,000	Chicago, Burlington & Quincy Coll. Tr. 4's, 1921.....	\$ 951.25
	Cash in Suffolk Savings Bank, Boston.....	679.60
		<u>\$1,630.85</u>

CAPITAL CASH

RECEIPTS

1914			
April 1	Balance on deposit as per last report.....	\$656.28	
1915			
May 31	Transferred to capital from income.....	23.32	
		<u>\$679.60</u>	

1915			
June 1	Balance on deposit, Suffolk Savings Bank, Boston.....	\$679.60	
		<u>\$679.60</u>	

* No changes in capital since last report, April 1, 1914.

INCOME CASH

1914		
April 1	Balance on deposit as per last report.....	\$ 30.90
	Interest on bond, C.B. & Quincy Jt. 4's.....	40.00
	Interest savings bank.....	42.42
		<hr/>
		\$113.32

DISBURSEMENTS

May 30	Cash to Bursar:	
	Fees for 60 Life Members on list June 1, 1914.....	\$ 60.00
	Reserve in bank for 1915 fees.....	30.00
	Excess of income over fees transferred to Capital.....	23.32
		<hr/>
		\$113.32

We hereby certify that we have examined the securities and savings bank books, that the income and expenses have been properly accounted for, and that the foregoing statements correctly set forth the cash receipts and disbursements for the period from April 1, 1914, to June 1, 1915.

CLINTON H. SCOVELL & COMPANY

Certified Public Accountants

BOSTON, July 18, 1915

REPORT OF THE COMMITTEE ON RESOLUTIONS

SOPHIE C. HART, Chairman

The Committee on Resolutions recommends for the indorsement of the Collegiate Alumnae Association, at its Biennial Convention in San Francisco, the following resolutions:

I. RESOLUTIONS ON A COLLEGE FOR WOMEN AT THE UNIVERSITY OF VIRGINIA

Resolved, That the Association of Collegiate Alumnae, in Biennial Convention at San Francisco, August, 1915, hereby indorses the efforts of the Richmond Branch of the Southern Association of College Women, and the men and women residents of Virginia, to establish a co-ordinate college for women at the University of Virginia.

Resolved, further, That the Association urge its branches and its general members to do all in their power to further the passage in 1916 by the legislature of Virginia of the bill to establish this college. [Voted.]

II. RESOLUTIONS PASSED AT A MEETING OF THE CONFERENCE OF DEANS,
AUGUST 18, 1915

WHEREAS, Death has taken from our fellowship our co-worker and friend, Miss Isabella Austin, dean of women at the State University of Washington, and a member of the Association of Collegiate Alumnae, be it

Resolved, That not only have we, deans of women of colleges and universities, suffered a keen loss, but the cause of the higher education of women has lost a valuable leader, who combined a sympathetic understanding with rare force of character. As deans of women, we are peculiarly sensible of the problems she faced, the standards she raised, and the results she accomplished. Be it further

Resolved, That a copy of these resolutions be sent to her mother and to the president of the University of Washington. [Voted.]

III. RESOLUTIONS PASSED AT A MEETING OF THE CONFERENCE OF COLLEGE PROFESSORS AT MILLS COLLEGE, AUGUST 18, 1915

Resolved, That a conference of college professors be henceforward a part of the program of each biennial session of the Association of Collegiate Alumnae.

Resolved, That this conference be open to all members of the Association who are members of the teaching faculty of any college or university.

Resolved, That a joint conference of college professors, deans, and women trustees be held at some time during the biennial session of the Convention of Collegiate Alumnae, at an hour subsequent to the separate conferences of those bodies.

Resolved, That a committee of three be appointed to collect topics for discussion and prepare a program for the next biennial session of the Association of Collegiate Alumnae. [Professor S. C. Hart, chairman, Wellesley College, Wellesley, Massachusetts, to whom topics should be sent.]

[The foregoing four resolutions were voted.]

Resolved, That the request of the National Child Labor Committee be referred to the Committee on Educational Legislation. [Voted.]

It is our pleasure to express for the Biennial Convention of the Association of Collegiate Alumnae its appreciation of the courtesy, hospitality, and welcome extended by our hostesses of the Northern California Branch. We desire to convey our sincere thanks for the delightful and comfortable provision made for our meetings at the Century Club, where the resources of a perfectly appointed clubhouse were placed at our disposal, and for the splendid banquet at the Fairmont Hotel, at which the brilliant speeches of the California members will be remembered with the keenest pleasure.

To Dean Ege and the trustees of Mills College we extend thanks for their gracious welcome and for the charming arrangements of the outdoor luncheon as well as for the attractive meeting-places in the campus buildings, where the separate conferences could carry on their business under ideal conditions; to the Women's Board of the Panama Pacific Exposition for the use of the beautiful tapestried reception room and for the use of the California Building for our evening reception; to Mr. Power, in charge of the Massachusetts Building, for the use of a room in the building; to the Associated Women Students at the University of California for their unique and charming outdoor masque under the oaks; to the Y.W.C.A. for the luncheon to which they so kindly invited our members; and lastly to Dr. Emma Sutro Merritt for her hospitality at Sutro Heights, with its memorable gardens and views of the Pacific.

REPORT OF THE ALUMNAE CONFERENCE

MARION REILLY

A meeting of the Conference of Alumnae Associations affiliated with the A.C.A. was held at Mills College on August 18, 1915. In the absence of the regular chairman, Mrs. F. R. Kellogg, Miss Reilly was elected to act as chairman for the meeting.

The method of procedure recommended by the Committee on Rules appointed at the last conference was approved and the regulations recommended were adopted with slight changes as the rules of the conference.

The Committee on the Basis of Membership and Methods of Election of Delegates and Councilors from Alumnae Associations of Co-education Institutions reported and made the following recommendations, which were approved:

a) That groups of alumnae of co-educational institutions be admitted to membership on the same basis as the alumnae associations of women's colleges.

b) That the question of per capita fees be left to be finally voted upon by the conference to be held at the next biennial convention of the A.C.A. in Washington, D.C., in 1917.

The Committee on Uniform Class Records was continued for another year. The questionnaire which the committee had tentatively drawn up was approved and the suggestion adopted that this questionnaire be submitted to the different alumnae groups and associations for suggestions and approval.

Mrs. Davis, one of the vice-presidents of the Wellesley Alumnae Association, gave an interesting account of the many methods used to raise money for the Wellesley two-million-dollar fund, of the organization of the association for collecting funds, and of the wonderful success of the campaign. The Wellesley fund is the first college fund to which the other women's colleges have contributed.

The conference discussed methods of increasing membership in alumnae associations and of preventing members from dropping out, and other general questions relating to alumnae organization.

Mrs. Edgerton Parsons, president of the Smith Alumnae Association, was elected chairman of the conference for the next convention.

The resolution admitting affiliated groups of alumnae to membership in the A.C.A. was adopted by the Association for five years. It comes up again for discussion at the next biennial. Delegates to the Conference of Alumnae Associations were asked to consider the question of continuing this membership so that the opinion of the alumnae associations concerned might be known when the matter comes up for discussion in the convention.

CONFERENCE OF BRANCHES, MILLS COLLEGE,

AUGUST 18, 1915

MISS NOONAN

The Conference of Branches was called to order at 11:00 A.M., Miss Caroline L. Humphrey, president of the A.C.A., presiding. Mrs. Cheney discussed "Vocational Opportunities for Trained Women," explaining the difficulty of the problem in the West, due to co-education, and emphasizing the need for state aid. Miss Putnam, of the Manual Arts School in Los Angeles, gave a detailed account of the work attempted there, and Miss Kerr, of Pittsburgh, told what had already been accomplished there by the new vocation bureau. Mrs. Prince, of Boston, closed the morning session with an interesting history of her work in the special line of training saleswomen in department stores.

At 2:50 P.M. Mrs. F. C. Turner, chairman of the Educational Legislation Committee, outlined the work of that committee, and Dean Guppy, of the University of Oregon, illustrated its results in her state.

The Committee on Volunteer Service, through its chairman, Miss Margaret Friend, of Milwaukee, made a strong plea for extension of its work in all the branches, the committee itself to act as a clearing-house of all branch work along these lines. Miss Murphy, of the Milwaukee Branch, gave a graphic account of the establishment of the Girls' Club, inspiring others to follow in her footsteps.

There being a few moments for discussion, Mrs. Scott, of Ann Arbor, representing Mrs. Schmidt, summed up the expenses of a sectional vice-president, and explained how these expenses might be met by the various branches in each section.

There being no further business, the meeting adjourned at 4:20 P.M.

Owing to a clerical error the names of the representatives of the Seattle Branch were omitted from the report of the Committee on Credentials. The following representatives of the branch were present at Convention: Miss Adelaide Pollock, Miss Jeannette Perry, Miss Gertrude Jamieson, Mrs. A. L. Carr, Miss Emma Kassebaum.

KATHARINE A. PUNCHEON, *Chairman of Committee on Credentials*

CONFERENCE OF SCHOOL PRINCIPALS

LAURA G. JACKSON, *Secretary*

The Conference of School Principals met on Wednesday, August 18, at Mills College. In the morning the question of certification vs. entrance examinations for college admission was discussed, the balance of feeling expressed being against certification. It was argued that from the standpoint of the girls there was every reason why they should be trained to meet tests without nervous fears; from the standpoint of the school it relieved the principals and teachers of the odium of bias and favoritism on one hand, while on the other it saved them from their own sense of reckoning too much with personality.

Those who spoke in favor of certification claimed that entrance examinations varied greatly in difficulty, while the marking was equally unreliable; that everyone knew how inadequate an examination is for discovering the amount of knowledge a student has, and that the question was solved for the schools by examinations, but not for the students.

Self-government in girls' schools was next discussed. Miss Ransom gave a very interesting account of its successful working in her school, developing, she felt, a fine sense of responsibility. She urged, however, that it be introduced only where there was a well-developed *esprit du corps*. Several other members spoke in its favor, but the majority were either dubious or opposed, one member inquiring why it was not well for these young people to learn to yield obedience to properly constituted authority.

It was decided that the conference hereafter be known as the Conference of School Principals and that an appropriation not to exceed \$10.00 be asked of the Collegiate Alumnae Association for the expenses of the conference, whereupon the meeting was adjourned.

Service Bureau in extending its work. The Rhode Island Branch made a canvass of all college women in the state, and a list of opportunities open to them in volunteer work. The Philadelphia Branch, in co-operation with the College Club, is also engaged in the effective organization of volunteer social work.

A third phase of work carried on by the branches is connected with the public-school system. The Philadelphia Branch has a committee to investigate the occupational training in the public schools, and has sent out a questionnaire to the graduates of technical schools, asking about their present occupations, salaries, and living conditions. The New York Branch, through a committee on prevocational classes, has prepared a valuable report which has been sent to the Board of Education. It points out the relatively *small numbers* dealt with in the continuation classes; the incomplete equipment with which the Gary system has been installed; the need of an all-day program to curb the demoralization of street life; and it urges on the board a more complete trial of the Gary system. The Boston Branch is endeavoring to ascertain whether high-school teachers who are college graduates are so registered in the published lists, and it is investigating the place of women, and college women in particular, on school committees. It finds that in 160 towns women are serving on school committees; 17 women are chairmen of such committees; in 193 towns no women are connected with the school committees. The committee is trying to discover how college women may strengthen this work and make it part of their personal effort and interest. The Rhode Island Branch is undertaking to watch in the legislature bills affecting education, and has started a campaign for raising the educational requirement for children who receive employment certificates. As a first step, it has had drafted a bill to amend the law by making it impossible for a child to procure a certificate, and so stay away from school, unless he has the written promise of work.

Different local interests lead to different kinds of work, such as the valuable day nursery of the Fall River Branch, with its lectures to mothers; such as the Belgian or war-relief work; such as lectures, debates, and classes arranged by the branches for special purposes. Of these, space permits no report.

The vice-president recommends that the branches invariably include in their report a statement of membership; that the pamphlets published by various branches in different parts of the country be made easily available through some common clearing-house and listed, perhaps in the *Journal*. These pamphlets might be a stimulus to some branches; might prevent duplication by others, and would enable all to share in the practical achievements of the Association. Mrs. Morrison, our former president, has reminded us that "as graduates of colleges we are *beneficiaries* of the highest education our country affords"; it seems peculiarly fitting, therefore, that the Collegiate Alumnae Association, through its branches, should make return by watchfulness of the interests of public schools, by practical knowledge of local school conditions and needs, and perhaps by aiding in the educational survey work in which some of the middle-west branches, notably in Ohio and Illinois, have made such signal contribution.

REPORT OF THE VICE-PRESIDENT OF THE SOUTH
ATLANTIC SECTION

FRANCIS HALDEMAN SIDWELL

The South Atlantic Section reports in the past year a steady if moderate growth in numbers, interest, and vigor. The general membership in the section is now 62, with a growth of 16 new members. One member has resigned, and recent letters to two others have been returned unclaimed.

The gain in membership in the branches has been:

Washington Branch, 6; total membership 62, with 15 associate members.

Huntington, West Virginia, Branch, 7; total membership 21, with 15 associate members.

Both branches report holding their usual regular monthly meetings, and the Huntington Branch has had two special meetings. One of these was "the event of the year, the visit of our General Secretary, Miss Vida Hunt Francis. She gave us a broader outlook and fresh inspiration for the work of the A.C.A."

The Huntington Branch has investigated birth registration for the Children's Bureau at Washington, with the end in view of better enforcement of the splendid laws of the state of West Virginia. It also made a contribution in money and in work to Belgian relief work. The annual tea of the branch for high-school seniors and those of Marshall College (the state normal school) is, as it has been for several years, a stimulus to those students toward the decision to go to college.

The Washington Branch also had an inspiring meeting on the visit of our General Secretary, Miss Francis, who spoke on the growth of the Association and on the opportunities for groups or committees to further general Association work. A volunteer service committee is in consequence now being formed, while the Committee on Vocational Opportunities has conducted one small investigation. Of the older committees in the branch, two have done important work. The Education Committee assisted in directing a sewing-school at Neighborhood House, and was responsible for the salary of the teacher. To this salary the branch contributed. In this school girls graduating from the eighth grade were given first instruction in dressmaking. This work it is hoped the public schools will eventually take over. The District Housing Committee studied the literature of housing problems, with reference to a bill before Congress for model housing. Its report and the resolution the committee offers are to be presented to you.

The members of the vice-president's committee are the same this year as last: Mrs. Theodore L. Cole and Mrs. Van Benschotten (associate member); a third has recently been added, Miss Elizabeth Leech, retiring president of the branch. The help received from this committee and the letters written by the vice-president represent a considerable outlay of time and thought. In addition, the circular letter to all general members was written, and as close relation as possible has been kept up with the Huntington Branch. The effort to have a representative of the vice-president in each state, and to make these representatives leaders in committee or other A.C.A. group work, or

in some similar work for the Southern Association of College Women, is being continued.

Our relations with this Southern Association, which covers all the states of the South Atlantic Section, except Delaware, West Virginia, and the District of Columbia, have been pleasantly strengthened and extended. Last September I had a conference of several hours with Miss Colton, president of the association. This seemed an important interview in establishing cordial relations with this new officer, all the more so as the plans of other A.C.A. officers for a similar interview had miscarried. I attended a meeting of the Maryland Branch of the Southern Association in Baltimore, and corresponded with Richmond Branch officers about attending a meeting there, but this has not yet been accomplished. Miss McKenney, president of the latter branch, some of you will remember from my report a year ago, is the link connecting the efforts of our Washington Branch and those of the Richmond Branch of the Southern Association of College Women, and of other Virginia women and men, to establish a college for women at the University of Virginia.¹ The bill for this co-ordinate college almost passed the Virginia legislature in the session of 1914, being lost in the lower house by a vote of only 47 to 41, after passing the upper house.² Your interest and support are again asked for this effort. Will you pass again the resolution of last year, in order to bring the project still more widely before the public?³

One of the most important events of the year was my attending with Miss Francis the annual meeting of the Southern Association of College Women in Atlanta, Georgia. The courtesies and attentions we received there and the interesting addresses we heard made the convention memorable. But the importance of the visit lies in the good feeling shown and in the growth of the belief that our aims are common.

In view of the interest of the A.C.A. in Trinity College for Women (on the Catholic University of America Foundation), Mrs. Cole, and our counselor, Dr. Louise Tayler Jones, and I paid a morning's visit to that institution. The buildings and equipment are exceedingly interesting, and the women whom we met were, in our judgment, of impressive character and scholarship.

In conclusion I should like to say for the Washington Branch that its members are already talking of plans for the biennial meeting of the A.C.A. in Washington in April, 1917. We are hoping for a large attendance, and I can assure you of a hearty welcome from all our members. The yearly growing beauty and consequence of Washington make us proud of such opportunities to have all the citizens of our country feel with us their ownership in this our capital.

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**Tentative Program for the Thirty-fourth General Meeting of the
Association of Collegiate Alumnae**

Washington, D.C., April 9-14, 1917

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Board of Directors' Meeting; Council Meeting.

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Business Meeting.

Evening: General Open Meeting, with addresses.

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Chairman of Committee on Arrangements

LAURA PUFFER MORGAN (MRS. RAYMOND B.)

41 B Street, N.W.

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NOTICE

Council Meeting

The Council Meeting of 1916 will be held in Chicago, April 22, 1916. Headquarters will be Hotel LaSalle, corner Madison and LaSalle streets, and the meeting is called for 10:30 A.M. precisely. If all scheduled business is not finished on the twenty-second, an adjourned meeting will be called for Monday morning, April 24, 1916.

All members are expected to make their own arrangements with the Hotel. Rates, \$2.50 a day and up for single rooms.

Every Officer and Councilor should present her credentials to the Credentials Committee and obtain the badge entitling her to vote, before entering the Council Meeting. Credentials are required as follows:

The Board of Directors and Former Presidents of the Association (see By-laws, Article VII) should each present a letter signed by the Executive Secretary.

Councilors Representing Branches (see By-laws, Article VII, sec. 2a) should each present a letter signed by the President of the branch which she represents.

Councilors Representing Members-at-Large (see By-laws, Article VII, sec. 2b) should each present a letter signed by the Vice-President of her respective section.

Councilors Representing A.C.A. Colleges (see By-laws, Article VII, sec. 2c) should each present a letter signed by the president of the college which has elected or appointed the councilor.

Councilors Representing Alumnae Associations (see By-laws, Appendix A, paragraph 4) should each present a letter signed by the president of the association which she represents.

In addition to the above, each Councilor is requested to see that a letter, giving her name and address and the branch, section, college, or Alumnae Association which she represents and signed by the same person who will sign her letter of credentials, is sent to the Treasurer, Miss Katharine Puncheon, 5103 Pulaski Ave., Germantown, Pennsylvania, at least two weeks before the date of the Council Meeting.

Further notice with the proposed business to be considered and other details will be sent to Councilors.

The Journal of the Association of Collegiate Alumnae



VOLUME IX, No. 3

MAY 1916

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THE JOURNAL OF THE ASSOCIATION OF COLLEGIATE ALUMNAE

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Communications concerning editorial matters should be addressed to Mrs. Gertrude Shorb Martin, 934 Stewart Avenue, Ithaca, N.Y.

Communications concerning membership in the Association, dues and finances, and notification of changes of address should be addressed to the Treasurer, Miss Katharine E. Puncheon, 5103 Pulaski Avenue, Germantown, Pa.

For all general information concerning the Association, application should be made to the Executive Secretary, Mrs. Gertrude Shorb Martin, 934 Stewart Avenue, Ithaca, N.Y.

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The (Journal of the) Association of Collegiate Alumnae

VOLUME IX—No. 3

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THE THIRTY-THIRD GENERAL MEETING OF THE ASSO- CIATION OF COLLEGIATE ALUMNAE (*Continued*)

REPORT OF THE VICE-PRESIDENT OF THE NORTHWEST CENTRAL SECTION

MABEL S. McVEY

I

In presenting to the Association of Collegiate Alumnae the report of the Northwest Central Section, I wish first to make to you the admission that the vice-president of the section has visited only one branch, Minnesota, and that branch not because she felt that it was the one that most needed an officer, but merely because it was most convenient to do so.

In making this report she wishes also to call to your attention the fact that it has been a very hard matter during the past year to come into touch with the branches of the section. The chief reason for this is that the branches have had no traditions of relation with sectional officers, and it takes time to establish confidential relationships. Only one branch initiated correspondence with her, St. Louis. Therefore, the vice-president is able to take pride in but one piece of diplomacy, that of assisting very slightly in the affiliation of the St. Louis Branch with the St. Louis College Club. As regards all other branches, it has been with some difficulty that facts could be ascertained. Finally, in April, the vice-president resorted to the popular mode of extorting information, the questionnaire. Believing that the work of some of the branches was not very well defined, that A.C.A. aims and purposes were more liable to diversion than concentration, and, further, that our efficiency was not what it should be, as that of college women, the questions asked were designed not only to gain desired information, but also for stimulative effect upon the branches. Two hundred of these questionnaires were sent out, with the request that they be answered either by individuals or by groups. Fifty-two were returned, and I believe that from these returns it is possible to gain a just impression of the A.C.A.'s value and efficiency, in this section at least. So my report will be submitted in two parts: first, as it must be, dealing with the official reports themselves; and, second, as the vice-president sees the sections through the medium of the questionnaire.

The Duluth Branch reports for 1914-15 a regular membership of 94, with 30 associates, and regular meetings held monthly from October to May, with attendance ranging from 50 to 90.

Programs with discussions on present educational tendencies, co-ordinate, coeducational, and women's colleges, aroused educational enthusiasm. The condition of the Duluth working girl, in factory, in department store, and in domestic service, was the subject of one general meeting. Others were devoted to feminism and a talk on birds. The branch has succeeded in raising \$550.00 for the scholarship loan fund, \$300.00 of which will be used in 1915-16 by a Duluth Senior high-school girl, who plans to repay the amount, without interest, in three years. The money for this fund was raised by providing a lecture course for Duluth, which brought to the city such men as Dr. Frederick Starr, Joseph Jastrow, John Kendrick Bangs, and Alfred Noyes.

Under the supervision of the educational committee, nine talks were given at the two high schools and at the State Normal School to Junior and Senior girls, telling of the training and special life at some of the best coeducational and women's colleges. Prizes were awarded for the best essay on "The Value of a College Education to a Girl."

Other committees on educational legislation and self-help did valuable work, the latter, working under the guidance of teachers, having secured positions for 38 girls in various lines of work, by which they earned amounts ranging from 60 cents to \$60.00.

The St. Paul Branch report indicates a series of pleasurable monthly meetings, devoted to the enjoyment of social interchange and entertaining talks and musicals. Apparently this branch undertakes no serious work, other than the giving of one scholarship at the University of Minnesota, the money for which was raised by a ways and means committee.

The Minnesota Branch is the largest and probably the most active branch in the Northwest Central Section. With 275 paid members, arranged in five sections on (1) child study, (2) dramatics, (3) home culture, (4) manuscript, (5) social service, its membership is given opportunity for active service. General meetings are held in the Minneapolis Woman's Club House. These meetings occur bi-weekly, with an average attendance of 60, the maximum attendance being 150, and minimum attendance, 40. Two hostesses at every meeting welcome the members, informal tea being a feature of the latter part of the afternoon. Programs are in charge of the various sections, and it is remarked that local, city, or state-university speakers furnish the main addresses of the general meetings, followed by discussions by club members. These programs are noticeably the result of study, discussion, and research in sectional meetings.

A scholarship of \$150.00 was as usual given to a University of Minnesota girl for the ensuing year.

It is noticeable that this branch is doing practical volunteer settlement work. It has a group of earnest home-culture workers, it has a well-developed and methodical start in vocational guidance, in which it has done some practical work, and it gives promise of making some distinct contribution to the problems of the A.C.A.

Iowa has two new branches, Des Moines and Sioux City, both of which are as yet too young to give reports beyond those of organization. Des Moines has 31 paid members, with prospects of more next year. Sioux City has submitted to the sectional vice-president a constitution providing standing committees on education, educational legislation and vocational opportunities, college girls and loan scholarships—indicating interest along the lines of work of the general Association, and in educational conditions in Iowa.

The Nebraska Branch submits a brief report showing an active membership of 49 and 8 associates. The president, Mrs. W. G. L. Taylor, who is state chairman of the Belgian Relief Committee, so interested the branch in this work that efforts were diverted in that direction. Lectures upon present European conditions were given at the branch meetings by members of the faculty of the University of Nebraska. The sum of \$60.00 was given by the organization to the Belgian relief fund.

The Omaha Branch reports a membership of 113, divided into four sections: (1) story-tellers, (2) drama, (3) music, and (4) settlements. The branch is enthusiastic over the success of the departmental plan of work, reports much greater interest, and is anticipating a full program for the coming year. The desire for practical work is expressing itself in volunteer service in the settlements of Omaha. Two lectures have been given during the year at general meetings, one on the Panama-Pacific Exposition, and the other on child welfare; the remaining six meetings have been in charge of the sections.

The St. Louis Branch this year found itself confronted by a peculiar situation. St. Louis has an old and well-established College Club with a large membership, including not only the women who are eligible to the A.C.A. branch, but many others. This club did very efficiently the work that traditionally occupies the interest of our branches. The result was that the branch did not feel justified in its continuance as a separate organization. Accordingly the most important work of the year was the perfection of a plan by which the branch has become a section of the St. Louis College Club, retaining its own officers and hoping to do a certain part of the college-club work.

The Central Missouri Branch reports that the general subject of the year was "Art Interests in Community Life," each monthly meeting presenting some phase of the subject. The chief work of the branch is the maintenance of a loan fund for the benefit of worthy women students at the University of Missouri. To raise money for this purpose, concerts and entertainments were arranged from time to time, the proceeds being used to enlarge the fund.

During the year seven young women borrowed from \$10.00 to \$50.00, the loans in full amounting to \$218.00. The branch has a membership of 46.

An official report of the Kansas City Branch has failed to reach the sectional vice-president, but a friendly letter from Mrs. John D. Thacker, the president of the branch, discusses the interest of the branch in the development of the proposed Southwest Central Section of the A.C.A. It is the desire of the Kansas City Branch that the states of Missouri and Kansas join with this new territory, thereby, with the help of another vice-president, assisting the Association in the development of the Southwest Central Section.

in some similar work for the Southern Association of College Women, is being continued.

Our relations with this Southern Association, which covers all the states of the South Atlantic Section, except Delaware, West Virginia, and the District of Columbia, have been pleasantly strengthened and extended. Last September I had a conference of several hours with Miss Colton, president of the association. This seemed an important interview in establishing cordial relations with this new officer, all the more so as the plans of other A.C.A. officers for a similar interview had miscarried. I attended a meeting of the Maryland Branch of the Southern Association in Baltimore, and corresponded with Richmond Branch officers about attending a meeting there, but this has not yet been accomplished. Miss McKenney, president of the latter branch, some of you will remember from my report a year ago, is the link connecting the efforts of our Washington Branch and those of the Richmond Branch of the Southern Association of College Women, and of other Virginia women and men, to establish a college for women at the University of Virginia.¹ The bill for this co-ordinate college almost passed the Virginia legislature in the session of 1914, being lost in the lower house by a vote of only 47 to 41, after passing the upper house.² Your interest and support are again asked for this effort. Will you pass again the resolution of last year, in order to bring the project still more widely before the public?³

One of the most important events of the year was my attending with Miss Francis the annual meeting of the Southern Association of College Women in Atlanta, Georgia. The courtesies and attentions we received there and the interesting addresses we heard made the convention memorable. But the importance of the visit lies in the good feeling shown and in the growth of the belief that our aims are common.

In view of the interest of the A.C.A. in Trinity College for Women (on the Catholic University of America Foundation), Mrs. Cole, and our councilor, Dr. Louise Tayler Jones, and I paid a morning's visit to that institution. The buildings and equipment are exceedingly interesting, and the women whom we met were, in our judgment, of impressive character and scholarship.

In conclusion I should like to say for the Washington Branch that its members are already talking of plans for the biennial meeting of the A.C.A. in Washington in April, 1917. We are hoping for a large attendance, and I can assure you of a hearty welcome from all our members. The yearly growing beauty and consequence of Washington make us proud of such opportunities to have all the citizens of our country feel with us their ownership in this our capital.

¹ See p. 76 of May, 1914, *Journal* for resolutions.

² See p. 36 of my report last year, in January, 1915, *Journal*.

³ Resolution, p. 48.

**Tentative Program for the Thirty-fourth General Meeting of the
Association of Collegiate Alumnae**

Washington, D.C., April 9-14, 1917

Monday, April 9, 1917

Board of Directors' Meeting; Council Meeting.

Evening: Reception to Members of the A.C.A. and guests.

Tuesday, April 10, 1917

Business Meeting.

Evening: General Open Meeting, with addresses.

Wednesday, April 11, 1917—*Conference Day* (as guests of some local college or university)

Conference of Women Trustees of A.C.A. Colleges; Conference of Deans; Conference of College Professors; Conference of Alumnae Associations; Conference of Branches; Conference of School Principals; Other Conferences as may be arranged.

Evening: Open Meeting. Addresses by Presidents of Women's Colleges, under the auspices of the Conference of Alumnae Trustees and Presidents of Women's Colleges.

Thursday, April 12, 1917—"Capital City" Day

Unique and special sightseeing in the City of Washington, as guests of the Washington Branch.

Evening: Open Meeting, in conjunction with the Southern Association of College Women.

Friday, April 13, 1917

Business Meeting; Council Meeting.

Evening: Banquet, to which the Southern Association of College Women has been invited. Short speeches from a group of famous men and women.

Saturday, April 14, 1917—*Baltimore Day* (as guests of Goucher College)

Evening: Washington Branch is planning a special reception for this evening. Details will be announced later.

Chairman of Committee on Arrangements

LAURA PUFFER MORGAN (Mrs. RAYMOND B.)

41 B Street, N.W.

Washington, D.C.

College Club. Five say there is interest in education, social service, and politics, and that the co-operative spirit is good. One says that about one-half of the members do definite work. Five think that the members and the community gain by the work of the club. Three think that the A.C.A. is benefited by their work, and two doubt it. The question on comparison of value of A.C.A. work with other club work indicates doubt as to its superior value. The comparison, however, is made with the city Women's Club, which is a very efficient organization, largely developed and officered by the most capable of college women. One says that she can see no difference in quality of work. Another says that the college club treats its subjects more exhaustively and is not bound to elemental considerations.

Four of the six prefer A.C.A. work, because they like college women and their work better, one reporting that the work of the organization could be more effective if it had more money for extension expenses. Two prefer other club activities.

In comparing the efficiency and scope of the A.C.A. with the General Federation work, C Branch sees that, considering the lack of money and the devoted service, the A.C.A. is more efficient. One says that the A.C.A. is less democratic but more intensive. Another points out that the A.C.A. develops college women and, having done so, sacrifices them to other movements as they need leaders.

The question on the need of a sectional conference shows three in favor, one doubtful, and one against, with the added statement that there are too many organizations now.

The subjects needed for conference discussion, C says, are: vocational guidance in state universities, with co-operation of women's deans in state universities; social life of girls in colleges, with co-operation of public schools with universities and colleges; proper dress of women in colleges. The answers indicate doubt as to the value of such a conference, doubt as to what the attitude of the College Club would be on the question; but individuals say that they could furnish discussions of interest on vocational occupations, comparisons of cottage versus dormitory life in the state university, and training of women for home responsibility and community service. They would like to have discussions on vocational subjects, social service, and dramatics.

The D Branch returned six questionnaires which show a marked development of enthusiasm since the adoption of the sectional system. Four report the greatest interest in social-service work, saying that music and suffrage come the closest to an interest in education and politics. One disclaims that there is any inspirational effect from branch work at all. Three say that the co-operative spirit is good; three say that it is not good. All say that the branch work is of benefit to the workers. Five say that it is of benefit to the community, particularly through the settlement work, and three think that the A.C.A. may be deriving benefit from the branch. They all believe that the branch has entered upon a period of growth in its work. There has been some recognition of their settlement work. The answers indicate a nearly even division upon the relative value of their own and other club work. They show

preference for A.C.A. work on account of harmonious relationship and the educational point of view.

As regards a conference, three think that it would be desirable; three do not answer. Sectional questions, they feel, are suffrage and educational problems. Two think that the branch would like a conference; others do not answer. They could furnish discussions on vocational guidance, drama study, and settlement work, and would like discussions on vocational guidance and social-welfare methods.

From E Branch two questionnaires were returned. There is only one question of either a general or a local character that the branch has considered—that of raising a scholarship for a state-university girl. One, a new member, states that she was wholly astonished at the scope of work reported by the A.C.A. General Secretary upon the occasion of her visit. Most of the questions are not answered; there is no desire for a sectional conference, the information being added on one questionnaire that the branch thinks that too much money is sent to the national A.C.A., as it is constantly losing members because two-thirds of the dues go to the organization. The branch believes that it should spend all of its money locally.

The F Branch answered one questionnaire as a group. To the report given above, this adds little, their small and shifting membership inclining them to reticence. They believe that the A.C.A. has distinctive work before it and think that a conference would be valuable, though they do not feel that as a branch they could raise any money for such a purpose, should it be needed.

G Branch returned four questionnaires. These indicate that their general interest is in the subjects of vocational education, legislation to benefit women and children, scholarships, and loan funds for women students at the universities of Missouri and Kansas. Their local activities have been directed to the pure-milk supply, garbage disposal, early Christmas shopping, and schemes to raise money for their scholarships. They have also established a bureau of occupations in the high school. They report that the branch work is inspiring, and that it keeps its members interested in collegiate and educational and civic affairs. Their co-operative spirit is good. Three think that the vocational occupation bureau proves of benefit to the community; two point to the lobby movement for state laws for women and children as in line with A.C.A. suggestions; and three think the local activities of personal benefit to themselves. The branch constantly receives calls for relief from betterment agencies, which shows community recognition. There seems to be division upon the comparative value of their own and other club work. One states that only one-third of the membership work; but that these workers in their activities cover a field that is undertaken by no other organization. Three prefer A.C.A. work because of the congenial spirit of college women; one prefers other organizations because they are more democratic. Only two compared A.C.A. and General Federation work, and their observations cancel each other, the one claiming that the A.C.A. and the other claiming that the General Federation is more efficient. The point, however, was brought forward that the A.C.A. work of standardizing education, if it could be accomplished,

would be unique. Three believe that our section needs a conference, the questions for consideration being: investigation of educational standards of women in the West; what the interest of A.C.A. branches should be: whether they have been too exclusively educational, and whether keeping aloof from present-day problems weakens them; vocational opportunities for women; dress reform; health. Two question the value of a conference; one votes for it. If a conference is held, three think that the branch would pay a delegate's expenses. The branch could furnish discussions on vocational education in high schools, results of some investigations of educational standards, and of parent-teacher associations. Two would like to hear discussions on vocational occupations, and one makes a plea for the consideration of college courses with the idea of recognizing and substituting home-culture and economics courses for some of the Latin work.

The H Branch returned ten questionnaires. While two state that they have not been able to discover any subjects of general interest, vocational guidance and education of women were indicated by seven papers as of general interest. Ways and means of raising loan-fund money and talks to Seniors were mentioned as of local interest. Three consider the branch distinctly helpful; three doubt its helpfulness; two said that there were no helpful influences; two did not vote.

The question asking in what way the work of the branch affected members elicited such answers as: "willingness to work for others"; "socially"; "reminding college women that they have a duty to the community"; "with weariness of spirit"; "with the belief that, if the branch had an object, it would work."

Answers to the questions as to the branch's effect in interesting members in education, politics, and social service canceled each other. In regard to co-operative spirit, seven thought it good; two thought it poor; while one reported no factions, but said that the workers worked, while the laggards were "sweetly inefficient." The majority thought the branch of benefit to the community, to the A.C.A., and to themselves, principally because the loan fund had benefited 22 girls in the past four years; that it is socially agreeable, but that the branch has not as yet worked enough to accomplish results. Three stated that the community hardly knows of the branch, while four said that the university appreciates its scholarship service.

Half of the questionnaires showed that other clubs do better and more effective work, though the A.C.A. is quite as public-spirited. One said that the point of view is too local; another said that the branch undertakes too little; and three referred to the loan fund as being their only object.

Three prefer A.C.A. to other club activities because they like meeting college women. Five prefer other activities because, as one said, they do and think more and are often made up of college women, too.

The comparison of A.C.A. and General Federation work was not very clearly to the point, but it brought out some interesting facts, namely, that the General Federation is carried on beautifully by the women who are eligible

to the A.C.A.; that A.C.A. is small and ineffective comparatively, but that it too could succeed if it had a definite purpose.

Eight thought that our section has common interest in: vocational occupations; suffrage; educational legislation; labor laws; health.

Five thought that a sectional conference would be helpful; two did not. Three said that the branch would probably like a conference; one said no. Another said that the branch is too dead to desire anything. The same proportion thought that the branch would support a sectional conference.

If such a meeting proved a common desire, the subjects they could best discuss are vocational training, home-economics subjects, and the work of deans of women; while they would like to hear discussions on vocational occupations, education of women, proper curriculum for women, and value of A.C.A. membership.

I branch returned seven questionnaires. They showed general interest in the subjects recommended by the national A.C.A. Their chief local interests are directed toward the organization of college clubs in high schools, to prepare girls for college; vocational guidance; and local educational problems. They do not feel that their work at present is distinctly helpful to their membership, but that recent affiliation with the large College Club will help to define their work.

The best co-operative spirit was shown in the matter of raising money for scholarship work. Four thought the branch of benefit to the community; two, to A.C.A.; and three, to themselves. The others either did not answer or answered negatively. The community does not recognize the A.C.A. in any specific way. If in a comparison of clubs the College Club rather than the A.C.A. section could be compared with the Women's Club, the quality of work would be about the same. Two prefer College Club work because it is educational, better controlled, and more dependable. Another pointed to the fact that A.C.A. publications are valuable and interesting. Three prefer other club work because it is more definite and conclusive.

This branch believes that the section has common interest in vocational guidance, suffrage, and educational standards in preparatory schools.

Five thought a sectional conference would be helpful; four voted for it; and two questioned its practicability. If such a meeting should be held, the branch could furnish discussions on how to raise scholarships, present tendencies in education and feminism; and they would like to hear discussions on vocational guidance and occupations, educational tendencies, and social-service work.

III

A tabulated chart recording answers to the 16 questions from 52 members reveals some facts and leads to some conclusions. Some of the apparent conclusions are: branches in cities are thrifty and have an inclination toward social service; branches in college towns may be counted upon to be interested first of all in college women's welfare; branches that are fortunate enough to include deans of women within their membership are interested in sane dress, good health, and self-help opportunities for women students; branches existing

in towns where little local stimulus is present are weak; loyalty to the national Association does not necessarily indicate strength in branches; local independence and well-being may actually cause indifference to the general Association.

Of the nine branches returning questionnaires, the following are the number of branches doing work along certain lines:

Scholarships.....	7
Vocational work.....	7
Settlement work.....	3
Educational work.....	6
Dramatics.....	3
Social service.....	6
Feminism and suffrage.....	4
Peace.....	1
Eugenics.....	1

Of these, 59 per cent consider A.C.A. work inspirational; 71 per cent report interest in education; 66 per cent report interest in social service; 36 per cent report interest in politics; 67 per cent report that the co-operative spirit in branches is good; 66 per cent report benefit to the community from branch work; 48 per cent report benefit to the A.C.A. from branch work; 66 per cent report benefit to the individual members from branch work; 42 per cent report community recognition of work; 10 per cent say that branch work is better done than other club work; 10 per cent say that it is more effective; 28 per cent say that it is as public-spirited; 53 per cent say that they prefer A.C.A. to other club work.

Consensus of opinion is that in educational work and in the raising of scholarships A.C.A. work is more valuable than that of the General Federation; but that in other activities the General Federation has a broader influence.

Sixty-four per cent believe that the section has matters of common interest in such questions as: educational legislation; teachers' pensions and salaries; vocational occupations and opportunities; suffrage; social conditions in college; dress reform in college; investigation of educational standards; study of women's education from grades through college.

Of these, 42 per cent think branches would like a conference; 42 per cent do not express any opinion on the foregoing subject; 34 per cent think branches would pay a delegate's expenses to a conference; 66 per cent do not express an opinion.

Subjects offered most generally for discussion should a conference be held are: vocational training; educational tendencies; feminism; scholarships; home-culture subjects.

Subjects most desired for discussion are: vocational subjects; study of women's education; present tendencies in education; dress reform; social welfare; home and public economy.

This completes the returns of the questionnaire as a study. There remains before the section the matter of possible action. The question of whether we shall try to hold a sectional conference is before us. It is the hope of the vice-

president that at the meeting of the section at this biennial there will be free discussion of the possibility and that delegates and councilors will return to their branches asking them to consider the question. With the probability that our section will be reduced by Kansas and Missouri, Minnesota branches will be our northern limits and Iowa branches our southern. It would seem that a conference need not be a very heavy expense. The more vital question would appear to be, whether the groups replying to a call to such a gathering would be large enough to insure a helpful and enthusiastic conference.

REPORT OF THE VICE-PRESIDENT OF THE NORTH PACIFIC SECTION, 1914-15

MRS. J. C. ELLIOTT KING

The North Pacific Section includes the states of Washington and Oregon, and contains six branches, no new ones having been added this year.

The membership of 466 is distributed as follows: Eugene, 19; Oregon, 130; Seattle, 121; Spokane, 80; Tacoma, 74; Yakima Valley, 42. In addition to these national members, Eugene reports 16 local members, Tacoma 4, Spokane 14.

Oregon at its last annual meeting changed its constitution to permit of as broad a local membership as is allowed by the national organization.

Our branches all report eight regular business and program meetings with good average attendance, and also special gatherings for lunches, picnics, social teas, and presentation of plays. Every branch has made a special effort to interest high-school girls in college work, by inviting them to teas and by giving talks on college life in the high schools.

Nearly every branch has devoted extra meetings to work for the war-relief societies, and has made contribution to funds for war-relief purposes.

The Eugene Branch brought Mary Antin to lecture in the city; continued the dental hygiene work in the schools; established a loan fund for university girls; had talks on interior decoration and on vocational training; entertained the woman regent of Oregon State University, Mrs. George Gerlinger, a local member of the Oregon Branch of the A.C.A.

The Oregon Branch membership committee has arranged a card catalogue of members and those eligible, and has invited new members and those eligible to informal neighborhood teas for better acquaintance. The educational committee collected pictures of college buildings and activities for the school department of the library. It investigated causes for girls dropping out of high school, and was able in some cases to assist them in remaining.

The branch arranged two lectures to high-school girls on Oregon institutions of learning, by Mrs. Parsons of the University of Oregon. *The Pot of Broth* was given informally by members. A more elaborate presentation of *Alice in Wonderland* netted over \$300.00 for the scholarship.

The Camp Fire Girls were given \$30.00 for a summer-camp fund and \$5.00 was donated to the Journal charity fund.

The program meetings of the Seattle Branch have included lectures by outside speakers on "The Great European War," "The Family and the Community," "The Picture-Show Problem," "Vocational Training for University Women," "State Vocational Bureaus," "Comparison of State Universities," "New Ideas in Department Stores," and a reading of *War Brides*. The work of this branch includes two loans to University of Washington women and co-operation with the national association in vocational research. After thorough investigation it was decided not to establish a vocational bureau, because of financial conditions and the new state law against charging fees in employment bureaus. The University of Washington was assisted in securing legislative appropriations for home-economics and recitation buildings. Five members did volunteer service work with a charity organization, and \$100.00 was contributed by members for the unemployed at Christmas time. Also, a voluntary contribution of \$25.00 was made toward the Belgian relief fund. The branch joined the Central Council of Social Agencies. The program committee issued the usual yearbook; and the membership committee sent out 600 invitations to eligible women and also made a card catalogue.

Finally, Seattle presents an interesting record of the individual work of members in the rearing and educating of children.

Members married	66
Members unmarried	55
Members having children	48
Members not having children	18
Number of Children	89
Largest number of children in family	5
Members unmarried, engaged in educational pursuits	48
Members unmarried, not engaged in educational pursuits	7
Total members not directly interested in education and rearing of children	25

The Spokane Branch brought Dr. Mabel Ulrich west for a course of six lectures to mothers and teachers on sex hygiene. These were of great benefit, though not financially profitable. Talks were given on "Red Cross Work," on "The Condition of Women in the County Jail," on "The United States in War." A peace symposium was held. *Beauty and the Jacobin* was presented.

The sum of \$25.00 was added to the Scholarship Fund, which is loaned without interest. Members worked for Red Cross Stamp Day, and also sewed for the Red Cross. Owing to the illness of the chairman, the vocational committee, which had planned great activities, was forced to postpone its work.

The Tacoma Branch has had talks given by members and outsiders on vocational training for girls. The philanthropic committee has helped needy families. A representative has been active on the protective committee. Over \$50.00 has been added to the student aid fund. The constitution has been changed to admit as associate members women having only two years of college work.

The Yakima Valley Branch programs have consisted of studies in citizenship, with papers by members, which have been repeated in various social centers. Play Day was observed for members, and a Guest Day, on which high-school girls were entertained with college stunts and a spread.

REPORT OF THE VICE-PRESIDENT OF THE SOUTH
PACIFIC SECTION, 1914-15

MARY E. WILSON

The South Pacific Section contains five branches, the Imperial Valley Branch having been founded last November. The San José Branch and the Imperial Valley Branch have admitted associate members, and both feel that they have been a distinct advantage. The California, the San José, and the Imperial Valley branches hold monthly meetings with a vacation in June and July. The Southern California and the Los Angeles branches hold five meetings a year.

All of the branches do civic or social-service work of some sort in their own communities. The San José Branch has been active in finding homes for wards of the juvenile courts; the Imperial Valley Branch is to take up the subject of adequate markets for home products and inspection of dairy supplies; the California Branch continues to hold its free clinic and to provide certified milk for the wards of the Associated Charities.

I have visited all of my branches this year. We all rejoice over the formation of the Imperial Valley Branch, including members from seven towns, and representing 25 colleges and universities.

In reviewing the conditions of the A.C.A. as I have found them in our state, I feel very strongly that if we are to grow and expand we must try to found branches in new and growing communities where college clubs and civic clubs are not already in possession of the field.

As I give up this work to my successor, I wish to reiterate what many of you have heard me say before: whether my work has counted for anything in our section or not, it has certainly been good for me, and I am very grateful for the pleasure and the profit that it has brought me.

RAISING THE STANDARDS OF INTELLECTUAL LIFE

CONFERENCE OF DEANS, AUGUST 15, 1915

MRS. LOIS K. MATHEWS

Dean of Women, University of Wisconsin

It may seem to indicate a reprehensible temerity on the part of a person from the University of Wisconsin to choose such a subject as the one that I am about to discuss. Certainly, we have seen the university going through deepest waters and roughest seas for the past year and a half; but even our notoriety, which has left in the minds of many

people the impression that the University of Wisconsin gives a degree for everything that the human mind may undertake to study, would not change my belief that the University of Wisconsin is doing work of a high intellectual character. The standard of its intellectual life, however, is not so high but that it can profit, as can every other institution, by a consideration of how that life may be deepened and strengthened and vivified.

All of our colleges and universities have been for a period of years under peculiar stress from criticism—criticism from all quarters of the world, from the world at large, from the business man who does not care to have a college graduate in his office, down through the administration and faculties of the institutions themselves, not to mention the running fire of comment from citizens. It was a witty college professor who remarked to one of his colleagues, when the latter was about to undertake the presidency of a rather small college, not in a city, that he would have to exercise considerable care or he would find himself the president of a country club. Another college professor has called attention to the fact that in many a college today the side shows distract all the interest from the main circus.

The papers which you have heard tonight will indicate the stress that is constantly brought to bear in the matter of extra-curricular activities. Important as these activities are, and vital as is their place and influence in college life, yet we must push them aside for the moment and consider the problems of the intellectual life as it is commonly understood, the life that centers about the work of the classroom and the laboratory. No matter from what angle we view the college problem, it will be found that the ultimate reason for having colleges and universities is the work of the classroom and of the laboratory. From those centers must radiate the spiritual and intellectual ideals with which we trust our student bodies will be imbued; and in the last analysis all other interests must yield before the necessity on the part of the college or university to produce mental power in the student.

Suppose we consider, first, what the administration may do to raise the standards of the intellectual life of institutions. Every college president and every dean ought to be prepared to determine with precision and courage the quality of every course that is to be offered in the institution; that is, an administrative officer should decline to have presented in the college courses which are merely moving-picture shows, or, indeed, any course that tends to dissipate the mental power of the student. He must moreover have the courage to say to the college instructor: "This institution does not stand for nor will it pay for, such work." This courage with regard to the quality of courses should

apply not only to the graduate work, where obviously it is indisputable, but also to the undergraduate work, where many times popularity means cheapness and low standards, intellectual and spiritual.

In the second place, the administrative officers must stand with firmness and conviction for a faculty which shall be able to do research work of such high quality that it shall be undeniably recognized. The state university is here confronted with a peculiar problem. The taxpayer feels that his university is asking year by year for large sums, at a time when taxes are growing larger and larger and the expense of operating the institution seems greater than can be borne. The privately endowed institution, it is said, can offer a subsidy to research; that university which is supported by the taxpayer cannot. This point of view is absolutely false, if we are to have the state university at the head of the public-school system of the state, maintaining its high office and exercising its great functions. Universities must be prepared to pay for the time and the power of a man who can push out the boundaries of knowledge, and who is willing to spend his life in a search for a few of the eternal truths which lie at the bottom of science, literature, and history.

Only with such a faculty working for such an object can any institution hope to bring its students to the realization of what intellectual life and standards mean, both absolutely and relatively. One would not for a moment decry the power of the teacher pure and simple, the teacher who possesses neither the power nor the interest to undertake research. But the mere presence in a faculty of a large body of men who come fresh from their research to their classrooms must be a great stimulus not only to these men mutually, but also to those teachers who cannot themselves undertake research work. Both must serve us as teachers in institutions of higher learning, if we are to appreciate what scholarship means. The administration, therefore, must provide for research, and must refuse to announce courses that are not based upon profound knowledge of the elementary principles of the science under the head of which they appear.

In the third place, what may faculties do to raise the standard of intellectual life? Of course, here we touch again upon what has just been stated, but I wish to emphasize the obligation under which faculties labor in providing scholarship of a high order. No member of a faculty who has the ability to do work of a high grade in the classroom and to do research work at the same time, should permit himself, or be permitted, to let a year go by without making his contribution to the sum total of human knowledge. The fruit of his study will be reflected in the character of the work which he presents to the students who sit before

his desk. Nor should he present the results of his labors exclusively in the form of lectures. To my mind the lecture system is not intended for the Freshman or Sophomore. The thing that faculties are trying to do with undergraduate students is to build up in them, by means of real mental discipline, real mental power; and no student should be permitted to go out from any course without having used his mind, without having been made to reflect upon what has been presented, and without having learned to express accurately and definitely the result of his mental labors. I should plead, therefore, for group conferences, just as far as the institution has money and time to provide for them. I mean that provision should be made for groups of students, five or six in number, to meet with persons who are able to test their power, and to teach them how to use their minds. No student should be allowed to give back in the examinations, by sheer act of memory, exactly what the professor in charge of the course has presented to him in the past few weeks. The result is disastrous to faculty and student alike.

I should like just here to make a plea for the introduction of what students, sometimes foolishly and superficially, call "snap courses." My own observation has been that "snap courses" as the student sees them are of two sorts. The first is the sort that requires no mental effort of any kind on the part of the student, either in the classroom or out of it. I have already stated to you that the administration should require the exclusion of such courses. But there is another kind of course which requires no work outside of the classroom and which is, therefore, denominated a "snap course." I mean the sort of course that is not intended to be taken by a student specializing in that particular department of human knowledge, but which may be taken by students who wish to know something of the fundamental principles and the terminology of the science; art, or literature with which it is concerned. No one who ever took, at Stanford University, that wonderful course in organic evolution which was given for many years by Dr. Jordon could fail to have his mind quickened, his imagination stimulated, and a permanent interest awakened in great human and world-problems. Provision should be made in every university or college for such courses. There will be room in every curriculum for the general course which is meant to stimulate the mind and the imagination, to open up new realms of thought, and to provide a different sort of mental discipline.

Another task to which faculties must address themselves is that of arranging the work of the Freshmen in the first few weeks of their college career so that these students may form habits of study which will govern their lives throughout their college course. Here the state university has a peculiarly difficult problem. The privately endowed

institution may set its entrance requirements where it will, and may say to prospective students, "If you wish to live with us, you must come up to this mark; otherwise you cannot enter." By fixing its entrance requirements at a high point the privately endowed institution can serve a great purpose and do a great work. But the state university is in a very different situation. It is the head of the public-school system in the state, and the work of its Freshman year must be not widely different from that of the average high school from which it draws its pupils. The state university, therefore, can never set its entrance requirements so high that the average high school cannot meet them. The consequence of this adjustment is that students may—from an exceptionally good high school—come to the University of Wisconsin so admirably prepared that they often find the work of the first six weeks no work at all. A few of them form habits of "loafing" and fail to respond if the work becomes difficult later on.

The first year of state-university work must be an earnest effort on the part of the faculty to level up the Freshman class, but it should never under any circumstances level down. There must be provision made, by means of supervised reading and study, for those students who are so well prepared that they might do more than the average member of the class. There must be in this country, as Mr. Henry Seidel Canby has admirably pointed out in an article in *Harper's Magazine* for August, 1915, opportunity for the development of leadership, opportunity for training the most promising elements in a democracy, as well as those whom Abraham Lincoln loved to call "the plain people." Our colleges and universities are sending out year by year students who become leaders whether they are trained for leadership or not. It is our business to see that the intellectual standard is such that those men and women who by some native superiority are destined to become leaders shall have the training that will liberate their powers. Colleges and universities in a democracy must train for leadership. The danger is, as Mr. Canby points out, and as many of us realize, that we shall train the mediocre, or worse, and that we shall altogether neglect the few at the top, who thus are deprived of the ability to develop as they should. Faculties must, therefore, fix the standards of their work at such a point that while year by year the courses grow more and more difficult, there shall yet, whatever the course, be differentiation sufficient to train the best, the average, and the poor students. I mean that there must be a harder course for the Sophomore year than for the Freshman year, work still more difficult for the Junior year, and, for the Senior year, work in all courses which shall call for the fullest exercise of the powers of the student, no matter of what grade his ability may be.

I wish here to insert a plea for pressure to be brought by members of faculties and by administrative officers upon those students who never give their best work. I well remember one of my girl friends at Vassar College, who stated to me on the night when the Phi Beta Kappa elections were announced: "I never felt so humiliated and mortified in my life as I did tonight. I might have been a Phi Beta Kappa girl, and I know it; but I have never realized exactly where I stood with relation to the rest of my class. I came here meaning to do my best work; I have not. I have been studying or doing what was laid down for me; and tonight I see girls of no more ability than myself carrying off a prize I too might easily have won." And she was right. But she had been allowed to go on setting her own pace, choosing her own standard, with no one to say to her: "What you are doing is unworthy of yourself, of your parents, of your college, and of your instructors." We must make the student who has ten talents use ten talents. At the same time we must make the student who has but one talent use that as well. A year ago the mother of one of my students in Wisconsin said to me: "My daughter complains bitterly because she was called to your office and remonstrated with about the quality of her work. She said that she had no grade below 'fair.' She knew of a number of girls who had been called in, but they all had 'condition' or 'failure.'" As a matter of fact, this student had been the subject of comment on the part of her instructors, because they felt that she was intellectually lazy and was not doing the work of which she was capable. It is the business of faculties and administrative officers to *make* students do their best.

We come now to the part which students themselves play in raising the intellectual standards. Here again the subject goes back to the work which the administration and the faculty may do. Either students should be made to do work of a satisfactory character, measured by real intellectual standards, or they should be obliged to leave the institution. No amount of work in extra-curricular activities can make up for intellectual activity. The life in the classroom and the laboratory is, as we have said, the reason for the existence of the college. The students must be made to realize that fact.

Furthermore, students must be made to go far in one subject, and around that subject to build up a fabric of information and interest in many other things. In the acquisition of mental discipline and power, as well as of information, nothing will take the place of this steady pursuit of one subject, with its incidental drudgery.

The question of a "pass" and an "honor" grade is hardly possible in American institutions. No student is any longer permitted, I think, in any institution of high grade to fill up a course with Freshman and

Sophomore work to the end of his Senior year. Our institutions have become alive to the fact that work of increasing difficulty must be mastered in more or less satisfactory fashion by every candidate for a degree. Around this work of specialization in one subject, there may, as I have said, be fitted in many other subjects which will be of value in increasing one's resources and pushing out the boundaries of one's knowledge and of one's interest. We hear a vast deal in these days of vocational education—sometimes too much of it—for we sometimes seem to have gone “vocation mad.” The ideal would be to have four years of a general college course, in order to provide the foundation upon which the vocational superstructure should be reared. It is not possible, however, in our state universities at least, to carry that ideal wholly into practice. There are very few girls, for instance, who can spend five or six or seven years, and the necessary money, in preparing to earn their living. As a consequence, the vocational work is pushed back, and must be pushed back, farther into the college course. There is a resulting loss; but the loss will be greatly lessened if the vocational courses are all worked out upon a basis of pure science, with the applied science which the vocation involves brought into the later work. Only in that way can students see the whole of the work for which they are preparing themselves. A vocation is not a handicraft. It is not the doing of a single bit of detailed work; it is seeing a great business enterprise in the whole, a great occupation in its relation to the whole economic world, and one's own relation to large economic conditions. The vocational training must have a broad and deep basis, if it is to justify itself as a part of the college curriculum.

Let me add further that, in the matter of vocational guidance, we shall have to go slow. It is a very difficult and depressing proceeding to pry girls away from the teaching vocation, which has for so long a time been a sure source of income and a reliable occupation for women, and direct them into vocations which are not yet formulated, either as to the amount of capital they require or the opportunities that they offer, or, indeed, as to the ultimate place they will occupy in the economic structure. Teaching is a safe occupation, which offers a stated salary upon which one knows one can rely. The social standing of a teacher is more or less assured. Bad behavior is about the only thing that will oust a teacher from her position. Let us think a good while before we direct all of our young girls, with their enthusiasm, and lack of knowledge and judgment, into an occupation about which we know none too much.

Lastly, we have to point out to students why they are in the college or the university, and by means of this knowledge direct them to a

higher plane of intellectual and of spiritual life. It is thus by working together—administration, faculty, and student—that the standard of the intellectual life of our colleges and universities may be raised. For raised the standard must be. The colleges and universities stand in a peculiar relation to the world at large. They are leaders and they furnish leaders; it is their high privilege so to do. It is a privilege and a purpose they cannot and must not abandon. Upon this purpose rests the necessity which lies upon them of raising their intellectual standards.

PUBLIC HEALTH: A NORMAL FIELD OF INTEREST AND WORK FOR COLLEGE WOMEN

ADELAIDE BROWN
California State Board of Health

The great modern demand, voiced until we are wearied, is efficiency. In seeking to achieve this for civic and personal life, the greatest problem is health. Health ceases at once to be a personal problem when we consider human beings in the mass. Mental as well as physical health is a subject carefully considered today in the industries. The moron, the high-grade defective, is not eligible for employments that need mental qualities of quick decision and reasoning, and mere muscle jobs fall to applicants of this class. Physical health is considered also; and the protection of health by safety devices, proper working-quarters, decent meals, etc., means a recognition of economic efficiency attained only by a careful study of the man, physical and mental, and the job as well. Industrial enterprises are employing public-health men, not to dispense pills, but to protect the health of the employees, and by their judgment to distribute the workmen to the parts of the industry for which they are physically fitted, thus saving salaries many times over in the prevention of accidents, of physical breakdowns, and of the loss incident to the training of new workers.

The industries employing women and girls are looking to have the same type of work done by their employees. A woman working along this line enters the home, and with the assistance of nurses, home teachers, and settlements has the greatest of opportunities to work out the great problem of immigration, that is, the problem of the assimilation of the great group of foreign workers, by giving them better standards of life and health and direct training for citizenship in a democracy.

In the city life of our country, no health law can ever be carried out which has not come from the intelligent demand and understanding of the people. The creation of this demand is a matter of education.

Traffic ordinances, without the education of the traffic squad, would go but a short distance toward eliminating dangers. Pure milk, unless the demand for it were upheld by education among producers, distributors, and consumers, would not be obtainable by statute alone. The general practice of vaccination has fallen into disuse, not because plenty of statutes do not exist, but because the public education on the subject has become lax, and because smallpox epidemics are so rare in much of the world where vaccination is the rule that our generation is uneducated on the subject.

The great problems of public health—water supply, disposal of sewage, pure-food laws, and the protection of the community against contagious disease—involve the health of every home. Therefore these are women's problems. When failure in these lines occurs and any individual family suffers, the work of caring for the sick and the handicap of physical illness falls on the individual woman. The teaching of the student body of America is in the hands of women, and public health teaching will in the future be part of public education in our schools. Today the school nurse, if she fulfils the ideal of her office, is a public health teacher. Every teacher of civics, as she deals with the necessity and work of the health department of cities, is a public health teacher. The understanding of the great white plague has been brought about by a campaign of public health education. In the campaign against bubonic plague in 1906, in San Francisco, the children of the public schools and their teachers were of the greatest assistance as public health officers. The children reported at school that their garbage cans were covered, thus depriving the rats of food to which the carelessly handled cans gave them access.

Between the contributions of science as developed in the laboratory, and a practical use of this knowledge, there lies a gap which the physician, the nurse, and the teacher, must bridge; and the nurse and the teacher, because they are more intimately and more often in contact with the home, have in their hands this taking of knowledge to the people.

The development of municipal laboratories under the direction of boards of health is rapidly increasing, and offers employment for women trained in the scientific work of water and milk analysis, and in the medical clinical work demanded for the diagnosis of diphtheria, typhoid, tuberculosis, etc. These positions demand, as a preliminary, a working knowledge of chemistry and bacteriology, but not a medical degree. California conducts such a laboratory for the state, but excludes towns of more than thirty thousand from its advantages, thus forcing on the larger cities a recognition of the value of laboratory work in public health, while offering to small communities as well as to the rural

population the protection of public health which an available laboratory gives.

The ideal public health worker today is the person in whom the scientific worker and the teacher are equally developed, and who finds an opportunity to express this dual endowment in the work of teaching and lecturing, while maintaining a permanent connection with the advances of the scientific laboratory.

The preliminary equipment for such work is to be secured by the courses offered in science in many of our universities, with the addition of work in economics, sociology, and psychology, and a "vision to live and dream public health." A medical training is a great asset, but by no means a necessity. The problem of tuberculosis, for instance, is admitted to be a sociological and not a medical problem. The selection and distribution of employees is often a psychological as well as a medical problem.

And now as to compensation: laboratory positions pay from one hundred dollars a month up; and, when the ability as a public health speaker is developed, higher positions and consequently better salaries may be expected. For the work in the industrial world the recompense is larger, although this often demands a medical training as well.

The field of public health is a new one. The type of work women do in teaching as well as in scientific laboratories is applicable to every branch of the work and demands trained women. Therefore, we, as college women, must be alive to the opportunity in this field and present it to undergraduates as a possibility for life-work. More than this, as educated women, we must view with a sympathetic understanding every movement that makes for the development of our nation; and on a plane with public education stands today this new child of democracy, public health, active in every city of the land for the protection of our people.

VALUE OF THE CONSTRUCTIVE

MARY E. WOOLLEY

President, Mt. Holyoke College

For weeks, I have been haunted by a subject, the one I should like to discuss with you: "The Value of the Constructive." Today, the world-emphasis seems to be on the destructive side of life—destruction of wealth, destruction of the treasures of civilization, which have been accumulated with such endless cost, destruction of life, destruction of efforts for the improvement of life—our hearts fail us when we consider the awful calamity which afflicts the world. To some of you they may

seem very far off, these destructive forces; but after all life is one warp and woof, interwoven more closely than some of us realize. Many centuries ago, a wise teacher and leader of men said, "For none of us liveth to himself," and that truth has even wider and closer application today than when Paul spoke those words.

And this question of the constructive versus the destructive concerns us not only because we cannot cut ourselves off from the rest of humanity, even if we would, but also because the "drift" of the world is determined by individuals, and because every individual life counts. We may not be responsible directly for the drift of a whole nation—thank God that we are not—but we and thousands and hundreds of other human beings are responsible indirectly and increasingly as democracy becomes more and more the accepted form of government. Read the papers today, and notice how much stress is placed upon public opinion in the critical period through which we are passing; and public opinion is nothing more than the crystallization of individual opinion. Hence, it becomes of nation-wide and world-wide importance what we, as individuals, think and do and are. To build up or to tear down—that is the alternative which life offers, and all living human beings, consciously or unconsciously, belong in one of the two classes determined by this choice. Am I a constructive human being, or do I belong to the destructive group—not because I possess definitely destructive tendencies, but because I am showing no definitely constructive ones? There are many people, not ranked among the criminal classes, who nevertheless must be counted on the destructive side, because they never do anything constructive. We know some of them; others possibly we do not recognize. In fact, I suspect that occasionally we need to take to ourselves the story of the man who beholdeth himself in a glass and "goeth his way, and straightway forgetteth what manner of man he was."

To have a right in, to belong to, the constructive forces of the world—what does it mean? First, in the world of thought: at once our minds picture the thought leaders of the world, the geniuses, or the near-geniuses, the Edisons and Marconis of our own day, the poets and prophets, scientists and artists, the dreamers of dreams and seers of visions, who by their visions have made life richer and happier for us all. But, fortunately for most of us, it is not only the genius who has a right to a place among the constructive forces. Every normal man and woman has a chance to and ought to be enrolled among them. What does constructive thinking imply? First, it implies the alert mind, the mind not only quick to respond, but accurate, exact in its response. There is a man at the Grand Central Station in New York whom I have noticed many times in the years that he has been there, a man who is

one of the "starters" of the taxicab system—a man who, although, I am reasonably sure, not a college or university graduate, could give points on quick and accurate mental response to many of us who are! Surrounded by a throng of typical Americans, anxious and eager to go to their particular destinations and to go at once, all hurling their demands and addresses at him, he sorts and divides and starts off the clamoring multitude, seldom asking information a second time, apparently never making a mistake, teaching a lesson of concentration, of attention to the thing in hand, of power of carrying several items at once without confusion, of shutting his ears to all that is not germane to the thing in hand and of keeping them open to all that is, which you and I would do well to learn. On one side a mind like this, on the other the mind which "fumbles the ball," which can neither catch the thought nor toss it on to another.

A close second to the alert, responsive mind is the logical mind, the mind that is able to draw a deduction, to correlate the information that has been acquired. Not infrequently even in college classes the instructor faces a situation like that presented to a certain Miss Smith, who was teaching a history class on a day when it seemed impossible to secure a connected answer from the small boys and girls. At last, she looked at the child who was her star pupil. "Now, Elsie," she said, "Mary followed Edward VI, didn't she?" "Yes, ma'am," replied the little girl. "And now, who followed Mary?" asked the teacher hopefully. All were silent for a moment, then Elsie raised her hand. "Yes, Elsie," encouraged the teacher, "Who followed Mary?" "Her little lamb, teacher," said Elsie triumphantly.

For the earnest man and woman of today, really eager to be of service in the world, but finding it difficult to meet his share of the multitude of demands, there is perhaps no mental power more useful than that of discrimination, the ability to use a mass of material in a constructive way; to master details, not to be mastered by them; to see at a glance what should be taken and what left; to make the best use of the time, often limited, which is at his command; in short, to discriminate. This power does not come without training. Have you never noticed the helplessness of the unread person in the midst of books? He may wish to read, but he does not know how to select, is overpowered by the mass of literature, embarrassed by riches, and as poverty-stricken as if there were not a printed word within sight. Or, to come nearer to our own classroom experiences, have you no recollections of the first note-taking in lectures, of the prominence of the "thes" and the "ands" and the "buts," the wealth of inconsequent detail and the dearth of the real gist of the matter? One of our own students said to me not long

ago: "I worked so hard for Mr. ——— in the preparation of a paper for his course in ———, and then he said that I had altogether missed the main point." Missing the main point—that is the trouble not only with too many students, but with too many human beings in all fields of the world's work.

The constructive mind must have something from which to construct; it must be not only alert, logical, discriminating, but also resourceful and well-stored. Some theories in education remind me of an experience several years ago, when I was looking in an artshop for the photograph of a recent painting of a Madonna, and neither the name of the artist nor my description seemed illuminating to the salesgirl. Finally I discovered and triumphantly brought it forth, under the admiring gaze of the saleswoman, who said approvingly, "Oh, yes, that's quite the latest thing in Madonnas!" The latest thing in minds rather scorns the old-fashioned ideal of being "well-read," considers it a waste to make oneself familiar with the profound or inspiring thoughts of the past, except, possibly, for the impressionistic view gained through the medium of lists of required reading; looks upon the study of languages as a tool useful in one's future business, rather than as a key unlocking the treasures of other lands and nations; is modern to its fingertips—preferring Bernard Shaw to Shakespeare, Nietzsche to Plato, and the cubists and futurists to Pheidias and Michelangelo. In fact, one may be pardoned for an occasional suspicion that some of the education of today is concerned not so much with storing the mind as with giving it a veneer.

The world needs the constructive mind; it needs even more the constructive character. It often seems today as if the world were bent upon destroying itself; bent upon the destruction of its wealth—\$12,600,000 a day is an estimate of the cost of the war to England alone; bent upon the destruction of its industries—Belgium, a year ago, had more productive industries to the square foot than any other spot on the surface of the earth; bent upon the destruction of beauty—Louvain and Rheims belong to the world, not to Belgium and France alone, and all lovers of beauty are the poorer because of their loss; bent upon the destruction of social betterment—Belgium was a leader in social reform and her work has been "cast on the scrap-heap of human endeavor"; bent upon the destruction of human lives, a million and more in this tragic year; bent upon the destruction of human character, vices and crimes unspeakable are a part of the harvest of this war.

It is almost time thrown away to dilate upon the work which is before the constructive forces in the years that are coming. As a wise business man in New York said not long ago, "You cannot throw the world's wealth into the gutter without making the whole world suffer."

The whole world will suffer, is suffering, because of this wealth that has been thrown away—not alone the material wealth, nor even the human wealth, but also the wealth of idealism, of high human qualities that we thought had been won by civilization for all time. We have talked often and glibly of our age as an age of applied science; it must become an age of “applied thinking” and “applied character” in every department of life.

And so we come back to the individual and his, her, responsibility. Character cannot be a national possession except as it is first an individual possession. If we would have our country a great constructive force in the world’s work of reconstruction, we must be a constructive people, in character as well as in mentality. We stand appalled at the destruction that is sweeping over the world; do we see as clearly the real destructive forces—the human passions that are underneath, and that have made the world calamity possible—uncontrolled anger, unworthy fear, suspicion, jealousy, envy, malice, ruthless ambition, hatred, the losing sight of the Christ ideal, “for one is your Father . . . and all ye are brethren”?

The value of the constructive: I would leave with you the thought with which I began, would ask you to remember the subject if you remember nothing else. The world wants you and needs you among its constructive forces, among those who build up, not among those who pull down. It needs your constructive thought, your alert response, your clear-sighted deductions, your clean-cut discriminations, your mental resources and resourcefulness. Above all, it needs your constructive life and character, your integrity, honor, purity, truthfulness, the fruit of the spirit of God, “love, joy, peace, longsuffering, gentleness, goodness, faith, meekness, temperance; against such there is not law.”

CONDENSED MINUTES OF THE COUNCIL MEETING HELD IN CHICAGO, APRIL 22, 1916

The meeting was called to order by the President, Miss Humphrey, at the Hotel LaSalle, at 10:30 A.M., Saturday, April 22.

Roll call, the minutes of the last Council meeting, a summary of the work of the Board of Directors during the interim of the Council, and the minutes of the meeting of the Board of Directors just held were quickly disposed of. The President reported briefly.

The Treasurer’s report was read and accepted, and on her recommendation the Finance Committee was authorized to invest any surplus remaining after the payment of the year’s expenses. The Council also voted that new members joining after April 1 be credited with membership for the following year. The

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Treasurer presented the budget voted for 1915-16 and a proposed budget for 1916-17. The latter was amended and finally was voted as follows:

BUDGET 1915-16		AMENDED BUDGET 1916-17	
Salary, Gen. Sec.....	\$2,000.00	Salary, Exec. Sec.....	\$2,000.00
Salary, Sec.-Treas.....	1,000.00	Salary, Treas.....	500.00
Trav. Ex., Pres.....	150.00	Trav. Ex., Pres.....	150.00
Trav. Ex., Gen. Sec.....	300.00	Trav. Ex., Exec. Sec.....	300.00
Off. Inc., Gen. Sec.....	400.00	Off. Inc., Exec. Sec.....	400.00
Off. Inc., Sec.-Treas.....	250.00	Off. Inc., Treas.....	250.00
Committees:		Committees:	
Publication.....	1,200.00	Publication.....	1,200.00
Proofreading.....	100.00	Proofreading.....	100.00
Membership.....	125.00	Membership.....	125.00
Fellowship.....	15.00	Fellowship.....	12.00
Vocational Opp.....	125.00	Vocational Opp.....	125.00
Recognition of Colleges....	75.00	Recognition of Colleges....	75.00
Conferences of Women Trustees	50.00	Conferences of Women Trustees	50.00
Alumnae Association.....	25.00	Alumnae Association.....	25.00
European Fellowship.....	500.00	European Fellowship.....	500.00
School Patrons.....	25.00	Naples Table.....	50.00
Naples Table.....	50.00	Ed. Legislation.....	25.00
Ed. Legislation.....	25.00	Volunteer Service.....	100.00
Volunteer Service.....	100.00	Sec. Vice-Pres.....	500.00
<hr/> \$6,515.00		<hr/> \$6,487.00	

The next order of business was the recognition of the following new branches: Northfield, Minn.; Lafayette, Ind.; Central Pennsylvania, State College, Pa.; Springfield, Ohio; Fresno, Cal.; Chanute, Kan.; Emporia, Kan. The Council voted the acceptance of these branches and the seating of their councillors.

The business of filling vacancies on committees was next taken up. The vacancy in the Committee on Fellowships created by the expiration of Miss Cutler's term was filled by the election of Professor Margaret Washburn, of Vassar College. It was voted that the vacancy in the Committee on Publications created by the expiration of Miss Peabody's term be discussed later in connection with the question of transferring the editorship of the *Journal* to the executive secretary's office. It was voted also to postpone the filling of the vacancies in the Committee on the Recognition of Colleges and Universities until the report of that committee should be presented. Miss Calkins was reappointed as the representative of the Association in the Naples Table Association.

The meeting then adjourned until 2:30 P.M.

At the afternoon session the first matter taken up was the report of the Committee on the Recognition of Colleges and Universities, Miss Ada Comstock, chairman. This committee was ordered by the General Association at the San Francisco meeting in August, 1915, to report to the 1916 Council, the

Council to have power to act.¹ The report of the committee, after some discussion of the difficulties in the way of determining a satisfactory standard for rating the colleges applying for membership, offered the following recommendations:

1. That until a basis of academic rating has been established by the Association, no colleges and universities shall be recommended for admission.

(It seems to the committee that our only safeguard against arbitrary and perhaps inconsistent action is to refrain from recognizing other colleges and universities until we can adopt a standard of academic rating.)

2. That the following recommendation, which was presented to the A.C.A. in convention last summer, but which was not voted, be presented again to the Council at its coming meeting:

"Your committee further recommends that the obvious injustice which arises when we regard as eligible to membership a Bachelor of Science in Education, but class as ineligible a Bachelor of Education whose course has been precisely the same in all essentials, be met for the present by allowing the Treasurer and the Committee on the Recognition of Colleges and Universities to regard as eligible a graduate of one of our recognized institutions when her degree seems upon investigation to be the equivalent of a degree in Science or Arts, though not specifically so named."

3. That in filling the vacancies on this committee consideration be given to the geographical location of the members, with a view to facilitating meetings of the committee.

When the first recommendation was offered for adoption it called forth a long discussion. Many members spoke against further delay in the admission of colleges; others thought that the determination of a satisfactory standard before further admissions was imperative. The recommendation was finally rejected. It was then moved that the Council recommend to the committee that for the present they use as the basis for academic rating the list recommended by the Association of American Universities together with whatever other lists are at their disposal. This motion was passed. The second recommendation of the committee was adopted after some discussion. The third recommendation was also adopted. It was voted that the vacancies on this committee, created by the expiration of Miss Comstock's term and the resignation of Miss Sweeney, be filled by the President. It was requested that members of the Association be asked to make suggestion of suitable candidates.

The report of the Fellowship Committee was presented. The following resolution which had been referred from the San Francisco meeting in 1915 to the 1916 Council with power to act, was offered for adoption:

Resolved, That the Alice Freeman Palmer Memorial Fellowship be awarded every other year, and that it carry the stipend of \$1,000.00; further, that it be awarded on that basis for the first time in 1918-19 and that it be omitted in 1917-18.²

The resolution was adopted after some discussion.

The report by Miss Peabody on the conference between the Publication Committee and the Finance Committee concerning the advisability of pub-

¹ See pp. 10-11 of minutes, *Journal of the A.C.A.*, January, 1916.

² See p. 7, minutes in *Journal of the A.C.A.*, January, 1916.

lishing the *Register* was then presented. The committee thought that the cost of publishing, estimated at \$2,000.00, was prohibitive, unless some special means were found for financing it. After discussion it was voted that the Committee on Publication and the Committee on Finance continue conference on the question of the *Register* and present a definite plan to the Biennial in 1917.

The question was then raised in regard to the advisory committees of the sectional Vice-Presidents. It was suggested that others besides councillors might profitably be used on these committees. It was voted that this be left to the Executive Secretary in conference with the sectional Vice-Presidents.

The question of the advisability of having the Executive Secretary edit the *Journal* was discussed freely. A desire was expressed that the *Journal* contain more general information of what is being done by the general Association and by the branches. It was voted that the Executive Secretary be appointed editor of the *Journal*, the other members of the Committee on Publication to continue to act as an advisory committee and to bring in to the Washington Biennial a definite policy for the future publication of the *Journal*.

Three resolutions of general interest were passed by the Council. The first related to the situation at Cornell University, where the Adviser of Women has never had the academic standing of the Deans of Women in other universities. Following is the resolution passed by the Council:

Resolved, That the Council of the Association of Collegiate Alumnae ask that in view of the withdrawal of Mrs. Gertrude Shorb Martin as Adviser of Women at Cornell University, the Trustees of Cornell University consider the petition and requests of their own alumnae and so reconstruct the position that Mrs. Martin's successor may have the administrative and academic status customarily given to the Dean of Women in the best coeducational universities in this country.

The second resolution, prepared by the housing committee of the Washington Branch, which has been working for better housing legislation, is as follows:

WHEREAS, Wholesome home life is essential to the rearing of children to be worthy citizens, and wholesome home life requires a standard of light, air, sanitation and privacy not to be found in the congested tenements of our cities; and

WHEREAS, Experience shows that private initiative, whether business or philanthropic, has proved inadequate to remedy these evils; and

WHEREAS, Constructive housing legislation in foreign countries has produced a noteworthy improvement in these conditions; and

WHEREAS, This is a matter which especially concerns the women of the nation, who are the home makers and responsible for the upbringing of the next generation; therefore be it

Resolved, That the Board of Directors of the Association of Collegiate Alumnae records itself as being in favor of constructive housing legislation in the United States and that it requests the Congress of the United States to pass such housing legislation for the District of Columbia as may serve as a model for the various states. And be it further

Resolved, That a standing national Committee on Constructive Housing Legislation shall be created in the Association, whose duty it shall be to make an exhaustive

study of the entire subject, and who shall recommend to the local branches the creation of local standing committees for the purpose of studying and improving local conditions, and of co-operating with the housing committee of the Washington Branch in its efforts to have the Federal Congress enact a law for the District of Columbia which may serve as a model for the various states.

The third resolution, presented by Miss Talbot at the request of Miss Jane Addams, is as follows:

WHEREAS, Information has been received at the State Department that Alice Masaryk, a distinguished woman scholar, Doctor of Philosophy in History of the University of Berlin, the daughter of an American mother, and an instructor of collegiate rank in Bohemia, for some time a resident of the University of Chicago Settlement, and so personally known to many American university men and women, is now held a prisoner in Vienna under charge of high treason, and will be tried by military authorities; therefore, be it

Resolved, That we, members of the Council of the Association of Collegiate Alumnae representing forty-six colleges and six thousand university women, urge upon the Austrian authorities such postponement of decision in the case as will enable all pertinent facts and sentiments to be adequately presented and duly considered.

COMMITTEE ON CREDENTIALS

Council Meeting, Hotel LaSalle, Chicago, Illinois, April 22, 1916

KATHARINE E. PUNCHEON

The Committee on Credentials reports the registration of fifty-five (55) members of the Council, representing the membership as follows:

General Officers: President, Caroline L. Humphrey; Vice-President-at-Large, Elsie Seelye Pratt; Recording Secretary, Helen Wooster Peckham; Executive Secretary, Gertrude Shorb Martin (Mrs. C. A.); Treasurer, Katharine E. Puncheon; Vice-President, South Atlantic Section, Frances Haldeman Sidwell (Mrs. T. W.); Vice-President, Northeast Central Section, Violet Jayne Schmidt (Mrs. E. C.); Vice-President, Southeast Central Section, Juliet Poynter; Vice-President, Northwest Central Section, Mabel Sawyer McVey (Mrs. F. C.); Vice-President, Southwest Central Section, Vassie James Ward (Mrs. H. C.).

College Councilors: Beloit College, Anna Pearl Cooper; University of Chicago, Marion Talbot; Cornell University, Gertrude Shorb Martin (Mrs. C. A.); University of Indiana, Ruby E. C. Mason; University of Iowa, Anna Klingenhagen; University of Kansas, Ida H. Hyde; Lawrence College, Harriet Barber; University of Michigan, Myra Beach Jordan (Mrs. F. P.); University of Missouri, Louise Nardin; Northwestern University, Mary Ross Potter; Ohio Wesleyan University, Emma Louise Konantz; Trinity College, Julia Doyle; Vassar College, Eloise Ellery; University of Wisconsin, Lois Kimball Mathews.

Branch Councilors: Ann Arbor, Isadora Thompson Scott (Mrs. F. W.); Beloit, Anna Pearl Cooper; Bloomington, Ill., J. Rose Colby; Bloomington,

Ind., Ruby E. C. Mason; Boston, Grace Coleman Lathrop (Mrs. H. W.); California, Helen Wooster Peckham; Connecticut, Dorothy Horning Baitsell (Mrs. G. A.); Chicago, Grace Jackson, Grace Bridge; Detroit, Mary Walton Hendrick (Mrs. F. H.); Duluth, Mary Young DeGroat (Mrs. F. H.); Emporia, Agnes Husband; Fox River Valley, Louise Dudley; Illinois-Iowa, Appolonia Denkman Davis (Mrs. T. B.); Kalmazoo, Esther Braley; Kansas, Ida H. Hyde; Kansas City, Vassie James Ward (Mrs. H. C.); Madison, Anna G. Birge; Minneapolis, Margaret Nachtrieb; New York, Mabel Clark Huddleston (Mrs. J. H.); Nebraska, Nelle Cochrane Woods (Mrs. F. H.); Ohio, Bessie Dewitt Beahan (Mrs. W.); Oshkosh, Ruth G. Bagley; Philadelphia, Vida Hunt Francis; Rochester, Kate R. Andrews; St. Paul, Bess Lenthold Beebe (Mrs. W.); Toledo, Rose Anderson; Washington, Frances Haldeman Sidwell (Mrs. T. W.).

Ex-President: Marion Talbot.

Southern Association of College Women: Vida Hunt Francis.

Affiliated Alumnae Associations: Smith College, Alice Lord Parsons (Mrs. E.), Carlene Curtis Blunt (Mrs. J. E., Jr.), Margaret Moore, Vida Hunt Francis, Mrs. H. W. Dickinson; Barnard College, Mrs. R. Hartley Sherwood, Jr.; Wellesley College, Mrs. H. H. Hilton, Frances F. Bussey, Annie Peaks Kenny (Mrs. W. S.), Helen M. Bennett, Mary O. Hoyt.

In the last issue of the Journal the extract from a confidential letter from Miss Maltby, relative to the fellows of the Association for 1916-1917, was printed without her knowledge or consent. The name of the A. C. A. Fellow was incorrectly given. Miss Hilda Hempl is our Fellow.

BACK NUMBERS OF THE JOURNAL

In going over the material sent into her office the Executive Secretary finds that the Association itself has no complete file of its publications. The office lacks apparently all of Series I. Series II is complete except No. 12. Of Series III there is one complete set; but several orders have come in from libraries for No. 4 of Series III, and it has been impossible to fill them. If any of our members can supply the missing numbers, the Executive Secretary hopes that they will communicate with her.

NOTES FROM THE NATIONAL CONFERENCE OF CHARITIES AND CORRECTION

"When the miserable drunkard stands before the police judge, a veritable social wreck, the thought occurs that this man was probably for years a school-boy." In this manner Professor Louis J. Rettger, of Terre Haute, Indiana, turned the discussion of the forty-third annual National Conference of Charities and Correction at Indianapolis, May 10, 1916, from technical matters of health into educational channels. He spoke upon "Longer and More Effective Living." The importance of the public school in this regard had not been anticipated. "Without blaming the school altogether for his failure, nevertheless has not somebody blundered, somewhere, when as a mature man this boy stands before the police judge with not a single saving ideal left?" Professor Rettger asked. "The tramp truly may have been born with something like the soul of a tramp, but ought it not to make us pause when we remember that the army of tramps was only a few years ago an army of schoolboys to whom a substantial bit of proper work, not pedantically assigned, might have been a turning-point? Is human nature so set and determined that the hundreds of men and women filling our prisons could not in some instances have been fired toward worthier things during eight or ten years of school life?"

One of the main threads of interest running throughout the forty-five sessions of the Conference was the question of feeble-mindedness. Speaking on "Borderline Cases of Mental Defect," Dr. Samuel C. Kohs, psychologist of the Chicago House of Correction, advocated the creation of special departments in institutions for the feeble-minded, or, preferably, the establishment of an entirely new type of institution on the plan of the German *Beobachtungsanstalt*, where borderline cases are given special attention. Dr. Kohs says, "Given a representative population of one hundred thousand, it is absolutely safe to maintain that at least fifty are so close to the borderline of feeble-mindedness and insanity that special treatment is more than warranted."

The greatest contribution of the National Conference this year in the field of education was a series of six meetings arranged by the Committee on Children under the chairmanship of Miss Julia C. Lathrop of the Federal Children's Bureau. These were given over entirely to a consideration of the social-service value and demands upon the public school. The Conference lasted eight days and broke all previous records for size of gatherings of men and women engaged professionally in social work. The main divisions of discussion were upon children, corrections, the family and the community, feeble-mindedness and insanity, health, inebriety, promotion of social programs, public and private charities, and unemployment. The next session will be held at Pittsburgh during the spring of 1917 under the presidency of Frederic Almy, secretary of the Buffalo Charity Organization Society. Mr. Almy has already announced as the subject for his presidential address, "The End of Poverty."

ASSOCIATION OF COLLEGIATE ALUMNAE

Bulletin on
Opportunities for Women
in Domestic Science

By

MARIE FRANCKE

*Fellow in the Department of Research in connection with the Appointment
Bureau of the Women's Educational and Industrial
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THIS Bulletin will be valuable to everyone interested in Home Economics, whether as student, professor, or wage-earner. It should be among the reference books for immediate use in every University, College, High School, Public Library, and Vocational or Occupational Bureau in the country.

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